

## Tai Poutini Polytechnic Media Release

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### Changes prepare Polytechnic for the future

Tai Poutini Polytechnic will introduce further changes to its structure and functions to prepare for the future of tertiary education on the West Coast.

Staff were informed of the changes yesterday, following an extensive consultation period which generated significant staff feedback.

TPP Chief Executive Alex Cabrera says the feedback raised good ideas and all submissions were carefully considered before final decisions made.

“This final stage of our recent change process aims to further refine TPP’s size and structure to reflect our new working environment. The existing structure was designed for 3,000 equivalent full-time students; that number has now dropped to around 700 and we need to revisit the way we work. The changes also reflect the well-known strategic and financial challenges we face.

“While these changes are largely aimed at senior managers, this does have flow-on effect for the teams that support these positions and the wider organisation. I expect to be advertising new positions later this month, with the changes to be fully implemented early in the new year,” he says.

The changes will see:

- A redefined Leadership Team with clearer responsibilities and functions
- A focus on providing support and guidance for students and potential students
- A reduction in some functions due to reduced student numbers
- The establishment of a Careers Hub to focus on advice and guidance
- Various changes in reporting lines and new positions to reflect overall changes.

Mr Cabrera says staff feedback raised a number of good points, many in support of the proposals and some raising questions or concerns. As a result, some changes were made to proposed reporting lines and feedback around workloads will be considered as we aim to “right size” the various new positions.

“We know that times of change can be challenging for all staff, particularly those directly affected by the changes. We’ll continue our regular staff support sessions and organisational forums to ensure our people know about the work underway and have the opportunity to contribute or raise any concerns.”

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