



## COUNCIL

**Minutes of the Council Meeting held on Monday, 9 September 2024  
in the Council Chamber, Level 2, Hunter Building  
from 9.00 am to 3.15 pm**

**PRESENT:** Mr John Allen (Chancellor)  
Professor Richard Arnold  
Mr William Bell-Purchas *until 2.30 pm*  
Professor Brigitte Bönisch-Brednich  
Ms Pania Gray  
Mr Alan Judge *until 2.30 pm*  
Mr David McLean  
Ms Kelly Mitchell  
Professor Nic Smith (Vice-Chancellor)  
Mr David Smol  
Hon Maryan Street (Pro-Chancellor)  
Mr James Te Puni  
Ms Caroline Ward (Secretary to Council)

**APOLOGIES:** Nil

**IN ATTENDANCE:** Ms Jackie Anderson, General Counsel  
Dr Leon Bakker, Director, Strategy & Planning  
Dr Logan Bannister, Deputy Vice-Chancellor, Students  
Ms Rachel Bruce, Chief Financial Officer  
Mr Mark Daldorf, Director, People & Capability  
Professor Margaret Hyland, Deputy Vice-Chancellor, Research  
Mr Simon Johnson, Director, Campus Operations  
Professor Bryony James, Provost  
Ms Simone Keough, Director, Communications  
Professor Robyn Longhurst, Deputy Vice-Chancellor, Academic  
Ms Sterling Maxwell, Co-President, Ngāi Tauira  
Mr Reece Moors, Director, Office of the Vice-Chancellor  
Mr Andy Newman, Director, Strategy (Academic)  
Ms Marcail Parkinson, VUWSA President  
Mrs Rachel Scott, Director, Governance, Risk & Assurance  
Ms Tina Wakefield, Chief Operating Officer

**PUBLIC:** 100+ attendees in support of the Living Wage movement

### **24.138 WELCOME / ACKNOWLEDGEMENTS / APOLOGIES**

**Noted:** 1 that Ms Kelly Mitchell led the Karakia acknowledging the recent death of Kingi Tūheitia, the Māori king. She also noted the crowning of his youngest daughter Te Puhi Ariki Ngawai Hono i te Po Paki, as the new Māori queen.

- 2 that Mr David Smol was welcomed to his first formal Council meeting. The deep governance and executive management experience he brings will be greatly valued.
- 3 that there were no apologies, and all Council members attended in-person.

24.139

### DECLARATIONS AND DISCLOSURE OF INTERESTS

**Received:** declarations and disclosure of interests by members of Council.

- Noted:**
- 1 that there were no further disclosures of interest since the release of the meeting documentation.
- 2 that Mr McLean asked that his Kiwi Rail listing be removed from the Register of Interests.
- 3 that Council members were reminded to advise the Secretary to Council of any changes to their disclosure of interests listing between meetings.
- 4 that for item-specific disclosures, the Chancellor asked that Council members alert him at the time.

24.140

### COUNCIL MINUTES, MEETING HELD 29 JULY 2024

**Received:** the public Minutes of the meeting of Council held 29 July 2024.

**Resolved:** that the public Minutes of the meeting of Council held on 29 July 2024.  
Mitchell/Judge  
Carried  
240136

24.141

### REPORT FROM THE CHANCELLOR

**Received:** a Council paper from the Chancellor, Mr John Allen, dated 2 September 2024 providing his Chancellor's report (document VUWC 24/107)

- Noted:**
- 1 that the report was taken as read.
- 2 that the ongoing financial discipline underpinning the University's operations was commended by the Chancellor. He observed that recent media coverage of TEC's August report was not helpful particularly as it relied on outdated data and lag indicators.
- 3 that the environment remains challenging but the University has the capability to meet those challenges. Trade-offs will be required and some of these difficult decisions rest with the Vice-Chancellor.
- 4 that congratulations were extended to all involved in the success of the recent record-breaking Open Day, and the ongoing energy it has generated, particularly via social media.

**Resolved:** that the Chancellor's report be noted.  
Bönisch-Brednich/Gray  
Carried  
240137

24.142

### REPORT FROM THE VICE-CHANCELLOR

**Received:** a report from the Vice-Chancellor, Professor Nic Smith, dated 29 August 2024 (document VUWC 24/108).

- Noted:**
- 1 that the report was taken as read.
  - 2 that the Vice-Chancellor reinforced the Chancellor's comments on Open Day and added that registrations were up from 3,000 last year to 5,000 this year. At this stage, while still early in the cycle, admission applications are up 15%, and accommodation applications are up 10%.
  - 3 that the former START programme will be refreshed and renamed in 2025 as VicStart. This gives academically inclined secondary school students the opportunity to complete first year University courses and gain credit toward their degrees.
  - 4 that with the return of staff and students to campus in ever increasing numbers, the flow on effect to the success of retailers is encouraging. The recreation centre and the library are also noticeably busy.
  - 5 that the Provost provided a brief update on the proposed Faculty Realignment with detailed communications planned for this week's University News.
  - 6 that the People & Culture Committee is meeting with the Vice-Chancellor after today's Council meeting and at this meeting he will present further on the Your Voice survey including some early analysis of the free text comments and major themes that emerged. An update to Council will be provided in early December.

**Resolved:** that the report from the Vice-Chancellor be noted.

Street/Arnold  
Carried  
240138

#### 24.143 FINANCIAL REPORT TO 31 JULY 2024

**Received:** the Financial report to 31 July 2024 from the Chief Financial Officer, Ms Rachel Bruce (document VUWC 24/109).

- Noted:**
- 1 that the report was taken as read.
  - 2 that a focussed approach on managing the financial sustainability of the University continues. Results are ahead of budget because of cost management, rather than increased revenue.
  - 3 that the reforecast still shows a break even result. While this is a good result, we still need to start booking surpluses.
  - 4 that the Chancellor acknowledged the significant achievement the above statements convey and thanked everyone for the considerable effort to achieve a break even result in 2024.

**Resolved:** that the Financial report to 31 July 2024 be noted.

Smol/Judge  
Carried  
240139

#### 24.144 GOVERNMENT WORKFORCE POLICY STATEMENT ON EXPECTATIONS FOR EMPLOYMENT RELATIONS

**Received:** the Government Workforce Policy Statement on Expectations for Employment Relations (document VUWC 24/110).

- Noted:**
- 1 that the document was taken as read.

- 2 that it was observed that there was nothing new or surprising in this statement and it was in keeping with those received previously.
- 3 that in the context of employment, attention was drawn to a recent Randstad country by country analysis. For New Zealand, as at April 2024, of 3800 companies, Te Herenga Waka was in the top ten for employee brand and attractiveness, and the only Tertiary organisation in this band.
- 4 that the Chancellor commented that this was another piece of evidence to demonstrate the progress the University is making under the leadership of Professor Smith.

**Resolved:** that the Government Workforce Policy Statement on Expectations for Employment Relations be noted.

Smol/McLean  
Carried  
240140

#### 24.145

#### STUDENT PRESIDENT REPORTS

- Received:**
- 1 a report from Ms Marcail Parkinson, VUWSA President (document VUWC 24/111a).
- 2 a report from Ms Te Waikamihī Lambert and Ms Sterling Maxwell, Ngāi Tahu Co-Presidents (document VUWC 24/111b).

- Noted:**
- 1 that the reports were taken as read, and the Student Presidents welcomed to the meeting.
- 2 that the challenges facing students were outlined by both Student Presidents, particularly in a difficult financial environment with many students needing to work to fund their study, and jobs becoming increasingly hard to secure.
- 3 that the importance of initiatives like the living wage and paid placements as mechanisms to help students meet increasing costs were discussed.
- 4 that the work of Ngāi Tahu in supporting the upcoming opening of the Living Pā was acknowledged and commended.

**Resolved:** that the Student President reports be noted.

Gray/Bönisch-Brednich  
Carried  
240141

#### 24.146

#### CONFERRMENT OF QUALIFICATIONS

**Received:** the list of degrees, diplomas and certificates granted on 9 September 2024 (document VUWC 24/112).

- Resolved:**
- 1 that Council grants the degrees, diplomas and certificates in this University on the persons listed in document VUWC 24/112, and that their names be entered on the Roll of Graduates on 9 September 2024.
- 2 that a motion of congratulations to the Graduates be recorded.

Bell-Purchas/Mitchell  
Carried  
240142

*at 10 am the meeting paused as a large number of people filled both public galleries of the Council Chamber.*

24.147

**2025 DOMESTIC TUITION FEES**

**Received:** a Council paper dated 27 August 2024 from the Deputy Vice-Chancellor, Students, Dr Logan Bannister, regarding 2025 Domestic Tuition Fees (document VUWC 24/113).

**Noted:**

- 1 that the Council paper was taken as read.
- 2 that the Student Presidents, Ms Marcail Parkinson, and Ms Sterling Maxwell remained at the Council table for this item and the next one.
- 3 that Dr Bannister spoke to the Council paper, outlining the process to reach today’s recommendations including endorsement by Te Hiwa, and a unanimous recommendation from the Finance Committee to Council that the fees be approved.
- 4 that the Minister for Tertiary Education and Skills has proposed that the Annual Maximum Fee Movement (AMFM) be set at 6% for 2025 but has not yet confirmed the AMFM.
- 5 that Appendix 1 to document VUWC 24/113 outlines proposed 2025 fees at a 6% Annual Maximum Fee Movement rate.
- 6 that the Chair of Finance confirmed that students had been involved in consultation and that whilst the recommendations are difficult in the current financial environment, there was an appreciation from students of the University’s financial position and focus on financial sustainability.
- 7 that the Chancellor expressed his concern under the current governing funding model based on EFTS and how there is a need to challenge this system. He commented on the additional pressure the University faces with TEC capping funding at 102% and taking back funding if we go over 99%.

**Resolved:** **that on the recommendation of the Finance Committee, Council approve:**

- 1 **an increase to the domestic (government-funded) tuition fee rates for 2025 of 6% or such lesser amount as is permitted under the confirmed Annual Maximum Fee Movement (AMFM).**
- 2 **the proposed domestic (government-funded) tuition fee rates for new courses and fee exceptions as per Appendix 2, or such lesser amounts as are consistent with the AMFM;**
- 3 **the proposed international (full-fee) tuition fee rates for new courses and fee exceptions as per Appendix 3;**
- 4 **amendments to administration fee charges as per Appendix 4.**

**Judge/Street  
Carried  
240143**

24.148

**2025 STUDENT SERVICES FEE**

**Received:** a Council paper dated 27 August 2024 from the Deputy Vice-Chancellor, Students, Dr Logan Bannister, regarding the 2025 Student Services Fee (document VUWC 24/114).

**Noted:**

- 1 that the Council paper was taken as read.
- 2 that the Advisory Committee on the Student Services Fee (ACSSF) membership included representatives from both VUWSA and Ngāi Taurira.
- 3 that the VUWSA President highlighted ongoing concerns with occupancy costs which take away a large amount of funding that could be going

toward student services. It was acknowledged that occupancy costs at 20% are a large part of this fee and that management is looking into how to reallocate these costs and reduce them as part of budget 2025.

4 that VUWSA will be campaigning to have University Clubs back under them, rather than run by the University.

5 that after many years of not being funded, as part of the Student Services fee negotiations, it was agreed that Ngāi Tauira will receive remuneration for their efforts in future.

6 that the Chancellor thanked the Student Presidents for their contribution to this work, particularly acknowledging their pragmatic approach to negotiations in the University's financially restrained environment.

**Resolved:** that on the recommendation of the Finance Committee, Council approve:

1 an 8% increase to the Student Service Fee price per point for 2025;

2 the Student Hardship Fee for 2025 to increase from \$30 to \$32.

3 that on the recommendation of the Finance Committee, Council note:

concerns raised and risks highlighted by ACSSF with regards to the impact on the capability for SSF services to continue to be delivered due to pressure of increased occupancy costs year on year.

Te Puni/McLean

Carried

240144

24.149

**REFRESHED STRATEGIC PLAN**

**Received:**

1 a Council paper dated 29 August 2024 from the Vice-Chancellor, Professor Nic Smith, providing the refreshed Strategic Plan (document VUWC 24/115).

2 a tabled A3 document setting out the Refreshed Strategic Plan on one page (attached as Appendix 1 to the public minutes).

3 a presentation from the Vice-Chancellor on the refreshed Strategic Plan (attached as Appendix 2 to the public minutes)

4 two motions put by Council Member, William Bell-Purchas as follows:

1.

**That, under the heading "Ngā Whāinga Matua - Our Strategic Priorities" and the subheading "Community—creating value for our whole society we prioritise:" the words:**

**"• creating a workplace that values all staff, which includes working towards paying a living wage to ensure that our staff and their families are treated with dignity."**

**be inserted into the Refreshed Strategic Plan.**

2.

**That, as one of the "Next Steps" arising from the Refreshed Strategic Plan, this Council asks Te Hiwa to prepare and return to Council at its next meeting on 21/10/2024 a report on:**

**(i) the strategic and marketing opportunities arising from paying a living wage,**

**(ii) the cost of paying a living wage to all directly employed staff, and**

**(iii) the cost of paying a living wage to contracted workers as contracts come up for renegotiation.**

**Noted:**

- 1 that both galleries of the Council Chamber were full for this item.
- 2 that the Council paper was taken as read and the Vice-Chancellor delivered a PowerPoint presentation outlining the thorough process to reach today's refreshed Strategic Plan for Council's approval. The title – *the university for a Better World* looks to inspire a place where we can have challenging conversations across all of the University's communities with respect and understanding, and deliver on the new mission – *We draw on our whakapapa, knowledge, and place to share a better future together.*
- 3 that the Vice-Chancellor thanked Council members for their involvement throughout the process of refreshing the Strategic Plan, which had commenced at a Council Workshop in January this year. He confirmed that the comments provided by Council at its late July meeting, and prior to this one, had been incorporated.
- 4 that the Strategy acknowledges the realities of the current resource constrained environment, supports implementation that helps prioritise, reprioritise, and deprioritise and provides for impactful opportunities as more staff bandwidth is created and as finances allow. It ensures that implementation can be measured via a set of KPIs to show progress.
- 5 that there was discussion on the motions put forward by student representative William Bell-Purchas seeking a commitment to paying the living wage being included in the Strategic Plan. William spoke to his motions (the notes of his speech are held on the file for this meeting), and the Vice-Chancellor responded (the notes of Professor Smith's response are also held on the file for this meeting).
- 6 that Council discussed whether the Strategic Plan is the right place for this commitment and a range of views were expressed. The Vice-Chancellor emphasised the need to balance employment commitments with financial sustainability and the need to recruit and retain talent whilst also expressing caution that an amendment to the Strategic Plan at this stage could compromise the current bargaining process which is progressing in good faith.
- 7 that Council discussed the possibility of a compromise to William's two motions and the Chancellor adjourned the meeting so an additional motion could be word-smithed and tabled.  
*the meeting adjourned at 12.40 pm*  
*the meeting reconvened at 1.00 pm*
- 8 that Mr Bell-Purchas agreed to withdraw his two motions previously submitted.
- 9 that the Secretary to Council circulated the following new motion:  
**that as part of balancing matters of staff remuneration, financial sustainability, and recruitment and retention of talent, Council requests the Vice-Chancellor and Te Hiwa to develop and implement plans for the long term enhancement of the university's Manaakitanga toward all staff who work here (including contractors), across all relevant dimensions of fairness and equity, including but not limited to working towards paying wages at rates that are consistent with the concept of a living wage; and report to Council on how those plans will be implemented and progress against them.**

**Bell-Purchas/Mitchell**

**Carried**

**240145**

**Unanimous**

**Noted:**

- 10 that the Chancellor thanked all those who attended for their time and support, acknowledged Mr Bell-Purchas for his work on the living wage

- matter, and thanked Council colleagues for working constructively to reach a compromise on this particular issue.
- 11 that in returning to consider the refreshed Strategy, Council members provided some additional comments that the Vice-Chancellor will include in the final draft around Akoranga (to ensure this captures students as well), and under strategic commitments use the words *Our commitment to Te Tiriti o Waitangi...* rather than “our current commitment to Te Tiriti o Waitangi...”
- 12 that the refreshed Strategy will be launched on 16 September at a series of staff forums, and Te Hiwa (the senior leadership team), and Te Awa (Directors and Deans) will work together to articulate the implementation plan.
- 12 that the Chancellor thanked the Vice-Chancellor and all involved in the work to bring a refreshed Strategic Plan to guide and inspire the University through the next few years.

**that the refreshed Strategic Plan be approved.**

**Allen/Street  
Carried  
240146**

**24.150 COMMITTEE APPOINTMENT**

**Received:** a Council paper dated 2 September 2024 from the Chancellor, Mr John Allen, regarding a Committee appointment (document VUWC 24/116).

**Noted:**

1 that Ms Pania Gray has agreed to be appointed to the Te Aka Matua Committee and also be appointed as Chair.

2 that prior to 2025, Ms Gray will retire from the Audit & Risk Committee in order to accommodate this extra responsibility. The Chair of A&R acknowledged Ms Gray’s contribution and leadership, particularly in the areas of Health, Safety, and Wellbeing , as well as work on Risk with the University now having a risk statement.

**Resolved:**

1 **that Ms Pania Gray be appointed to the Te Aka Matua Committee effective 9 September 2024;**

2 **that Ms Pania Gray be appointed Chair of the Te Aka Matua Committee effective 9 September 2024.**

**Allen/Street  
Carried  
240147**

**24.151 APPOINTMENT OF COUNCIL MEMBER – ELECTED STUDENT**

**Received:** a Council paper dated 2 September 2024 from the Chancellor, Mr John Allen, regarding the appointment of a Council member (document UWC 24/117).

**Noted:**

1 that the Council paper was taken as read.

2 that Ms Asifa Hanif was the successful candidate in the recent student election.

3 that the student election was held earlier in the year for the second time to allow the new student time to have a thorough induction before taking up the position in the new year.



**Resolved:** that in accordance with clause 5.1(C) of the Council Membership Statute, Ms Asifa Hanif be appointed to Council for a two year term from 1 January 2025 to 31 December 2026.

Mitchell/Bell-Purchas

Carried

240148

**24.152 ACADEMIC BOARD MINUTES**

**Received:** the Academic Board minutes of the meeting held on 16 July 2024. , 11 June 2024.

**Resolved:** that the Academic Board minutes be noted.

McLean/Judge

Carried

240149

**24.153 FORTHCOMING EVENTS AND NEXT COUNCIL MEETING**

**Received:** a Council paper from the Secretary to Council, Ms Caroline Ward, dated 27 August 2024 regarding Forthcoming Events and the date and details of the next Council meeting (document VUWC 24/118).

**Resolved:** that the Council paper on Forthcoming Events and the date and details of the next Council meeting to be held on Monday, 21 October 2024 be noted.

Smol/Te Puni

Carried

240150

**24.154 RESOLUTION CONCERNING THE EXCLUSION OF THE PUBLIC**

**Received:** a recommendation that certain items be taken with the public excluded (document VUWC 24/119)

**Resolved:** 1 that the public be excluded from the following parts of the proceedings of this meeting, namely agenda items 18-26.

The general subject of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

<b>General subject of each matter to be considered</b>	<b>Reason for passing this resolution in relation to each matter</b> The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under the sections of the OIA identified below.		<b>Ground(s) under section 48(1) for the passing of this resolution</b>
<b>18. Minutes of previous meeting held 29 July 2024</b>	Privacy, commercial prejudice, commercial activities.	s9(2)(a), s9(2)(b)(ii), s9(2)(i), and s9(2)(ba)(i)	LGOIMA s48(1)(a)(ii)
<b>19. Health, Safety, and Wellbeing</b>	Privacy, commercial prejudice, commercial activities, confidential basis.	s9(2)(a), s9(2)(b)(ii), s9(2)(i), and s9(2)(ba)(i)	LGOIMA s48(1)(a)(ii)
<b>20. Vice-Chancellor's report</b>	Privacy, commercial prejudice, commercial activities, confidential basis.	s9(2)(a), s9(2)(b)(ii), s9(2)(i), and s9(2)(ba)(i)	LGOIMA s48(1)(a)(ii)
<b>21. Financial report to 31 July 2024</b>	Commercial prejudice, commercial activities.	s9(2)(b)(ii) and s9(2)(i)	LGOIMA s48(1)(a)(ii)
<b>22. Q2 2024 Forecast</b>	Commercial prejudice, commercial activities, confidential basis	s9(2)(b)(ii) , s9(2)(i) and s9(2)(ba)(i)	LGOIMA s48(1)(a)(ii)
<b>23. Budget 2025 update</b>	Commercial prejudice, commercial activities, confidential basis	s9(2)(b)(ii) , s9(2)(i) and s9(2)(ba)(i)	LGOIMA s48(1)(a)(ii)
<b>24. Amending a Master's degree</b>	Privacy	s9(2)(a)	LGOIMA s48(1)(a)(ii)
<b>25. Committee minutes</b>	Privacy, commercial prejudice, commercial activities, confidential basis.	s9(2)(a), s9(2)(b)(ii), s9(2)(i), and s9(2)(ba)(i)	LGOIMA s48(1)(a)(ii)
<b>26. Council only time</b>	Privacy, commercial prejudice,	s9(2)(a), s9(2)(b)(ii),	LGOIMA, s48(1)(a)(ii)

	commercial activities, confidential basis.	s9(2)(i), and s9(2)(ba)(i)	
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In relation to each of the above items, no public interest consideration has been identified favouring disclosure of the particular information in public proceedings of the meeting that would override the need to withhold the information.

This resolution is made in reliance on section 48(1)(a) of the Local Government Information and Meetings Act 1987 and the particular interest or interests protected by section 6 or section 7 or section 9 of the Official Information Act 1982, as the case may require, which would be prejudiced by holding of the whole or the relevant part of the proceedings of the meeting in public are set out above.

- 2 that such members of the senior leadership as the Chancellor and the Vice-Chancellor request be permitted to remain at this meeting, after the public has been excluded, with the exception of agenda item 26, because of their knowledge of the relevant matters identified above which will be of assistance in relation to those matters.

Bönisch-Brednich/Arnold  
 Carried  
 240151

*the meeting adjourned at 1.30 pm*