

Field: Business

Review of *Business* New Zealand Qualifications

Reviewed qualifications

Ref	Version	Title	Level	Credits
2459	3	New Zealand Diploma in Business with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Marketing and Sales, and Project Management	5	120
2460	5	New Zealand Diploma in Business with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Marketing and Sales, and Māori Business and Management	6	120

Review information

Qualification Developer	Ringa Hora Services Workforce Development Council
Reason for the review	Scheduled review
Review date	August 2025
Outcome date	September 2025
Next review date	September 2030

Summary of review and consultation process

Ringa Hora Workforce Development Council initiated a scheduled review of the New Zealand Diplomas in Business in February 2024. The review was split into two distinct projects: the Business suite review and *Te Manu Arataki | Leadership Project*, both aimed at ensuring qualifications remain relevant and aligned with industry needs.

Business suite Review

Between May 2024 and April 2025, eight discipline-specific Working Groups (Accounting, Administration and Technology, Human Resource Management, Management, Marketing, Sales, Project Management, and Māori Business and Management) undertook consultation and development activities. Engagement was carried out via face-to-face hui, online meetings, surveys, and email correspondence. Ringa Hora worked closely with economic development agencies, industry bodies, tertiary education providers, and regional business networks, including Pākihi Māori and Pacific-owned businesses, to ensure broad representation and input.

Te Manu Arataki | Leadership Project

This project focused on strengthening leadership credentials within the NZQCF. Consultation ran from July 2024 to January 2025, involving dedicated Working Groups and a consultation group that provided ongoing feedback. The project included reviewing the Leadership and Management strands in the Level 5 and Level 6 Diplomas, resulting in the separation of these strands and the development of a new qualification.

New Zealand Diploma in Strategic Leadership (Level 6).

This new diploma is designed for individuals who are looking to be employed in strategic leadership roles in community and organisational contexts. Credit weighting shows how much time and complexity is needed for each graduate outcome, including tasks like gathering, testing, and analysing information for assessments. Two consultation groups were kept informed throughout the review and contributed feedback via multiple channels. The overall aim was to modernise the qualifications to better reflect current business practices and ensure alignment with industry expectations.

Main changes resulting from the review process

New Zealand Diploma in Business (Level 5) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership, Management, Marketing, Sales, and Project Management [Ref: 2459]

- Title: changed to include additional strands.
- Strategic Purpose statement: changed to become clearer and reflect modern and future business needs in Aotearoa. Reference to Te Tiriti o Waitangi was removed from the SPS and further strengthened in the general conditions for programmes.
- Core graduate profile outcomes: GPO 2 and GPO 3 were combined because they aligned well together.
- Strands: Business and Te Manu Arataki confirmed to separate and create the following strands:
 - Leadership: was separated from Management, focusing on people leadership and broadens the scope of leaders in all environments.
 - Management: a separate strand created as a result of the split from focusing on managerial processes, procedures and responsibilities.
 - Marketing: a separate strand created, to reflect the modern organisational structure – dedicated or outsourced marketing teams or departments. This marketing strand focuses on foundational marketing concepts.
 - Sales: a separate strand created, to also reflect modern organisational structure – dedicated or outsourced sales team, focusing on foundational sales concepts.
 - Project Management: strand GPOs expanded to clarify graduate capabilities and avoid confusion with Industry Certified Project Managers

New Zealand Diploma in Business (Level 6) with strands in Accounting, Human Resource Management, and Māori Business and Management [Ref: 2460]

- Title: changed to remove the strands that are discontinued.
- Strategic purpose statement: has been amended to consider the remaining strands and to set clear expectations for the strategic environments. Reference to Te Tiriti o Waitangi was removed from the SPS and further strengthened in the general conditions for programmes.
- Strands discontinued:
 - Administration and Technology: Declining use and programme delivery of strand. Industry training is available for Administrators at this level.
 - Leadership: was developed into new standalone Strategic Leadership qualification.
 - Management: Shorter and specialist management areas that add on to an individual's management journey is more ideal.
 - Marketing and Sales: Declining use and programme delivery of strand. Industry and professionals require shorter, responsive, and agile educational products.
- Strands remaining:
 - Accounting: Minimal changes made as strand relevant for accounting profession and pathway.
 - Human resource management: Minimal changes made to strand.
 - Māori business and management: GPO 2 has been removed as it did not align well. Remaining GPOs have changed to be more readable

New Zealand Diploma in Strategic Leadership (Level 6) [Ref: 5355-1] – New qualification listed.

Review outcome

Ref:	Version	Reviewed qualification	Outcome category	New qualification details/version (if applicable)
2459	3	New Zealand Diploma in Business (Level 5) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Marketing Project Management, and	B– new version	2459-4

		Sales New Zealand Diploma in Business (Level 5) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership, Management, Marketing, Project Management and Sales		
2460	5	New Zealand Diploma in Business (Level 6) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Marketing and Sales, and Māori Business and Management New Zealand Diploma in Business (Level 6) with strands in Accounting, Human Resource Management and Māori Business and Management	B– new version	2460-6
New		New Zealand Diploma in Strategic Leadership (Level 6)	C	5355-1

Qualification review outcome categories

Outcome	Result	Category
Minor changes to the qualification	Qualification version number and ID (Ref) remain the same New review date is required	A
Moderate changes to the qualification	New qualification version number ID (Ref) remains the same New review date is required	B
Significant changes to the qualification	New replacement qualification with a new ID (Ref) The existing qualification will expire	C
The qualification is no longer required by industry	The qualification will expire with no replacement	D

Transition information

Ref:	Version	Qualification Title	Last date of entry*	Last date of assessment
2459	3	New Zealand Diploma in Business (Level 5) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Marketing and Sales, Project Management	N/A	31 December 2028
2460	5	New Zealand Diploma in Business (Level 6) with strands in Accounting, Administration and Technology, Human Resource Management, Leadership and Management, Marketing and Sales, and Māori Business and Management	N/A	31 December 2028

**only required for outcome C or D*

Any additional information

It is not intended that any existing candidate be disadvantaged by these transition arrangements; however, anyone who feels they have been disadvantaged may appeal to:

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PO Box 445
Wellington
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Phone: 04 909 0306

Web: www.ringahora.nz

Email: qualifications@ringahora.nz