



**Summary of changes to the Academic Staff Individual Employment Agreement**  
**Effective 1 July 2022**

---

## **TERM**

*2 year (1 July 2021 – 30 June 2024)*

## **AMENDMENTS TO SALARIES**

- From the 1 July 2022 a salary increase of \$3,500 will be applied to all salary scales.
- From the 1 July 2023 a salary increase of \$3,750 will be applied to all salary scales.

## **OTHER AMENDMENTS**

### **GENERAL**

#### **Definitions**

Clause 1.b has been amended to read:

*"DHB" replaced by HNZ (Te Whatu Ora - Health New Zealand) that replaced the regional District Health Board specified in your letter of appointment.*

#### **OUTSIDE EMPLOYEMENT (Joint Clinical Appointments also refer to Clause 24.e)**

*Clause 14 has been removed.*

#### **PROFESSIONAL MATTERS (JOINT CINICAL APPOINTMENTS ONLY)**

#### **Clause 24. Private Practice or Secondary Employment**

*Clause 24.c.(a) and c.(b)has been removed.*

#### **APPENDIX A: MANAGEMENT OF CHANGE**

#### **Surplus staff**

*Clause 3.d.(i) been amended to read the following:*

*"At the expiry of the period of notice, if redundancy is necessary, a severance payment will be paid according to the following formula:"*

*Clause 3.d.(ii) has been removed.*

#### **APPENDIX B: POSTDOCTORAL FELLOW TERMS AND CONDITIONS**

#### **Clause 5**

*Salary has been amended to read the following:*

*"The full-time equivalent salary for the Postdoctoral Fellows is \$82,460. From the 1 July 2023 the new salary will be \$86,210"*

#### **Clause 6**

*The annual leave entitled for Postdoctoral Fellows has been increased to five weeks.*

*Clause 6 has been amended to read:*

“Postdoctoral Fellows will become entitled to paid annual leave of five weeks after each 12 months of continuous employment with the University.”