



**Summary of changes to the Management Individual Employment Agreement**  
Effective 1 July 2020

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**TERM**

1 years (1 July 2020 – 30 June 2021)

**AMENDMENTS**

**Section E: Flexible Working from Home**

*A new section is inserted at Section E, with wording as follows:*

“There is a fundamental expectation that all staff will routinely be at work on campus so they are available to assist students, so that students see the University as a place of active scholarship and so that staff can benefit from each other and contribute constructively to their departments culture and activities.

The University encourages managers to be flexible when considering applications to work from home. Heads of Department and Managers may approve staff working away from campus where this is of benefit to the department and/or the individual.

Applications to work from home may be made by any staff members where the nature of at least some of their work means it can be completed effectively from home.

- a. Requests may be made for either blocks of time related to specific projects or for regular, specified periods of time.
- b. The work to be carried out from home must be specified at the time the request is made.
- c. Staff members working from home must be available to attend work during the ordinary hours of work and to undertake any on-campus activities required.
- d. The department, where possible, will make equipment available to work from home.
- e. Applications will be considered in accordance with the University’s Flexible Working Arrangements Policy.

This section does not apply to staff who routinely work off campus.”

## **Section G: Holidays and Leave**

### **Long Service Leave**

*Section G6 is amended as follows:*

“In addition to holidays and annual holidays specified elsewhere in this agreement, you shall be entitled to special holidays of:

- two weeks on completion of 10 years’ continuous University service, and
- one week for every five years thereafter.

Each entitlement is to be used before the next entitlement is due.

Employees who, at the date of settlement of this agreement, have more than 25 years continuous service but less than 30, more than 30 years continuous service but less than 35 years and so on, you shall receive the new entitlement.”

### **Bereavement/Tangihanga Leave**

*A new section is inserted at Section G9 (g) with wording as follows:*

*“Following pregnancy loss, the same leave entitlement shall apply as set out in clauses 9. a-d.”*

### **Domestic Violence Leave**

*A new section is inserted at Section G12, with wording as follows:*

“10 days will be granted in accordance with the University Domestic Violence Policy to an employee who experiences domestic violence.

In order to provide support to employees experiencing domestic violence and to provide a safe work environment to all employees the employer will consider reasonable and practical requests from an employee experiencing domestic violence to changes to work arrangements. These changes may be to hours or pattern of work, contact details, location of work or duties or any other changes which may improve the safety of the employee and/or their co-workers.”

## **Section K: Management of Change**

*Section K.2.(ii) is amended as follows:*

“Where the employer is proposing a restructuring (as defined by section 69L of the Employment Relations Act 2000) that would, if it occurs, involve the transfer to another employer of the work performed by the employee, the employer will negotiate with the other employer (the transferee) about options that may exist for the employee to transfer employment to the transferee. The negotiations will include discussions on the possible terms of employment the transferee may consider offering to the employee.

In the event that an affected employee does not transfer to the transferee, the relevant provisions in this Schedule will apply, provided that, nothing in this Agreement or any other agreement shall require the employer to pay compensation for redundancy to the employee if:

- a) The person or agency acquiring the business being sold or transferred has offered the employee employment in the business being sold or transferred at the same location and has agreed to treat service with the employer as if it were continuous with that person or agency and

- b) The conditions of employment being offered to the employee by the person or agency acquiring the business are the same as, or are no less favourable than, the employee's conditions of employment, including the employee's right to bargain collectively and including any service related and redundancy conditions and any conditions relating to superannuation under the employment being terminated and
  
- c) The offer of employment by the person or agency acquiring the business is an offer to employ the employee in that business whether in the same capacity as that in which the employee was employed, or in a capacity the employee is willing to accept.