



## Summary of changes to the Academic Staff Individual Employment Agreement Effective 1 July 2018

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### **TERM**

2 years (1 July 2018 – 30 June 2020)

### **AMENDMENTS TO SALARIES**

A 2.5% per annum increase on FTE salaries is effective 1 July 2018. There is a further 2.5% per annum increase on FTE salaries effective 1 December 2019.

Click [here](#) for the salary scale that reflects these changes.

### **OTHER AMENDMENTS**

#### **Language**

Non-binary gender terms have been introduced (e.g. his/her becomes their)

#### **Government funding specifically for salary increases**

*A new sentence is inserted at clause 11 with wording as follows:*

“If the Government provides funding specifically for salary increases during the term of this agreement, the University will increase staff salaries accordingly.”

#### **Tikanga/Te Reo allowance**

*Clause 11.E is amended as follows:*

“Where employees provide skills in Tikanga Maori, Te Reo Maori in circumstances outside of their normal job requirements and where such duties are above and beyond the normal requirements of the employee, (for example the community has an expectation that someone from the University will attend an event) the University shall recognise such contributions where appropriate supporting information is provided. This will be by way of an agreed financial recognition or in some other agreed manner.”

#### **University Shutdown/Public Holidays**

*Clause 13.a is amended as follows:*

“In the event of a public holiday falling on a day that the full-time staff member does not normally work, the staff member will be entitled to an additional paid holiday on the Saturday closest to the public holiday or on another day agreed between the parties.”

#### **Salary abatement**

*New wording (underlined) has been added to Appendix A (b) redeployment (v)*

“The allowance will not be abated by any subsequent salary increase for the new position during the 24 month period.”

#### **Surplus Staff Notice/Severance Payment**

*Clause A.3.a is amended as follows:*

“Reduction in notice will not be withheld where a surplus staff member obtains employment outside of the University during this period. In this event, severance payment will be made as per the relevant formula in this agreement.”

#### **Employment Relationship Problems**

*Clause B.7 is amended as follows:*

“Certain types of employment relationship problems may be able to be dealt with through the University of Otago Ethical Behaviour Policy and Procedures, particularly any problems involving the behaviour of another member of the University community. This policy is available on the University website (<http://www.otago.ac.nz>) under Human Resources Policies.”