



Summary of changes to the Management Band Individual Employment Agreement Effective 1 July 2018

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 clause is inserted at D:3, 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

Section E:2. 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

Section F:1.e. is amended as follows:

“Full-time staff whose specified hours of work are not Monday to Friday will receive the same number of public holidays as other staff. In the event of a public holiday falling on a day the full-time staff member does not normally work, the staff member will be entitled to a paid holiday to be taken on any other day agreed between the parties.”

Salary abatement

New wording (underlined) has been added to Section J:2.e.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

Section J: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

Appendix A: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.”