



Summary of changes to the Joint Clinical Medical Academic Staff 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 the beginning of Schedule 3:

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

Employment Relationship Problems

Schedule 5, clause 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.”