

## Academic Individual Employment Agreement 2025-2026

### Summary of changes

<b>Item</b>	<b>Change</b>
<b>Debt Recovery – now Deductions</b> (clause 15)	Updated title of clause 15 and included reference to applicable legislation – Wages Protections Act 1983.
<b>Refund of Appointment Expenses</b> (clause 16)	Amended to cover situations where the employee is reimbursement for expenses <b>and</b> where they receive funding for expenses.
<b>Privacy</b> (NEW clause 20)	Added a new clause references employer and employee obligations under the Privacy Act and the University of Auckland Privacy Policy/Statement.
<b>Duties</b> (Schedule 1)	Updated to include reference to the Postdoctoral Fellow role.
<b>Progression within grades</b> (Schedule 2)	Updated to include a definition of “12 months on the previous step” (so that a relatively short break in service does not affect salary progression).  Includes Postdoctoral Fellow progression.
<b>Bereavement Leave</b> (Schedule 3)	Updated to clarify it is available in the event of miscarriage or stillbirth.
<b>Redundancy</b> (Schedule 4)	Updated clause to remove duplication and simplify. No change to redundancy compensation entitlements (where applicable), nor to employer’s consultation and redeployment processes.
<b>Employment Relationship Problems</b> (Schedule 5)	Updated to refer to the new timeframe for raising a personal grievance relating to sexual harassment (12 months).
<b>Other</b>	Minor changes for consistency and to correct typos and references to legislation.