

Medical Academic Individual Employment Agreement 2025-2026

Summary of changes

Item	Change
Debt Recovery – now Deductions (clause 15)	Updated title of clause 15 and included reference to applicable legislation – Wages Protections Act 1983.
Refund of Appointment Expenses (clause 16)	Amended to cover situations where the employee is reimbursement for expenses and where they receive funding for expenses.
Privacy (NEW clause 20)	Added a new clause references employer and employee obligations under the Privacy Act and the University of Auckland Privacy Policy/Statement.
Medical Academic Provisions (Schedule 1)	Changes to Clinical Duties clauses to update notice required to be given to Health Care Provider and to add an obligation on the employee to advise Academic Head if concerns are raised by the Health Care Provider.
Progression within grades (Schedule 3)	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.
Bereavement Leave (Schedule 4)	Updated to clarify it is available in the event of miscarriage or stillbirth.
Redundancy (Schedule 5)	Updated clause to remove duplication and simplify. No change to redundancy compensation entitlements (where applicable), nor to employer’s consultation and redeployment processes.
Employment Relationship Problems (Schedule 6)	Updated to refer to the new timeframe for raising a personal grievance relating to sexual harassment (12 months).
Other	Minor changes for consistency and to correct typos and references to legislation.