

Accommodation IEAs (for Resident Managers, Coordinators, Night Managers/Supervisors and Receptionists)

Updates to Individual Employment Agreements 2025-2026

Summary of changes

Item	Change
Bereavement Leave	Updated to clarify it is available in the event of miscarriage or stillbirth.
Debt Recovery – now Deductions	Updated title of clause 15 and included reference to applicable legislation – Wages Protections Act 1983.
Refund of Appointment Expenses	Amended to cover situations where the employee is reimbursed for expenses and where they receive funding for expenses.
Employment Relationship Problems	Updated to refer to the new timeframe for raising a personal grievance relating to sexual harassment (12 months).
Confidentiality and Privacy	Extended/new clause to reference employer and employee obligations under the Privacy Act and the University of Auckland Privacy Policy/Statement.
Redundancy (not applicable to casual employees)	Updated clause to remove duplication and simplify. No change to redundancy compensation entitlements (where applicable), nor to employer’s consultation and redeployment processes.
Other	Minor changes for consistency and to correct typos and references to legislation. Some clauses moved.