

Executive and Senior Leadership Individual Employment Agreements 2025-2026

Summary of key changes

Item	Change
New Professional and Academic versions of the IEA	Ensures Academic-specific provisions are covered - e.g. Academic notice period
Sick Leave (removal of clause E4.9)	Anticipation of sick leave no longer relevant with the change to a statutory minimum of 10 days sick leave per annum.
Bereavement Leave (Clause E11)	Updated to clarify it is available in the event of miscarriage or stillbirth.
Study Leave (Clause E12)	Clause simplified and reference to relevant policy incorporated.
Disciplinary Principles (Clause F7.5)	Clause updated and definitions of serious misconduct/misconduct removed, as these are covered in the linked procedures. Academic version of the IEA refers to the Academic Staff Disciplinary Procedures.
Termination (Clause F12.5)	Updated to include new clause F12.5 which allows for a senior employee to be placed on limited duties or asked to remain away from work during their notice period (“garden leave”).
Debt Recovery – now Deductions (Clause H5)	Updated title of clause 15 and included reference to applicable legislation – Wages Protections Act 1983.
Employment Relationship Problems (Clause F6)	Updated to refer to the new timeframe for raising a personal grievance relating to sexual harassment (12 months).
Confidentiality – now Confidentiality and Privacy (Clause F9)	Extended clause to reference employer and employee obligations under the Privacy Act and the University of Auckland privacy policies.
New Conflict of Interest clause (Clause F13)	New clause referring to obligation to disclose conflicts and the Conflicts of Interest Policy.
New On-going Disclosure clause (Clause F14)	New clause requiring senior and executive leaders to disclose significant issues – e.g. if they are subject to a criminal or regulatory charge.

Redundancy (Appendix A)	Updated clause to remove duplication and simplify. No change to redundancy compensation entitlements (where applicable), nor to employer's consultation and redeployment processes.
Other	Other changes for consistency and to correct typos and references to legislation. Some clauses moved.