

## Professional Staff (B – G) Individual Employment Agreement 2025-2026

### Summary of changes

Item	Change
<b>Hours of Work</b> (Clause C)	Effective from 30 September 2025 eligibility for overtime under this clause (where approved) will apply to all employees covered by this agreement – i.e. Band B to Band G. This change will only be implemented from 30 September when the necessary system changes can be made. Until then the clause will remain unchanged.
<b>Public Holidays</b> (Clause F1.2(i))	Updated to confirm that employees will not work on a public holiday unless required or agreed in advance with Manager.
<b>Bereavement Leave</b> (Clause F11.2)	Updated to clarify it is available in the event of miscarriage or stillbirth.
<b>Debt Recovery – now Deductions</b> (clause G5)	Updated title of clause 15 and included reference to applicable legislation – Wages Protections Act 1983.
<b>Refund of Appointment Expenses</b> (clause G5.6)	Amended to cover situations where the employee is reimbursed for expenses <b>and</b> where they receive funding for expenses.
<b>Employment Relationship Problems</b> (Clause G6.4)	Updated to refer to the new timeframe for raising a personal grievance relating to sexual harassment (12 months).
<b>Confidentiality – now Confidentiality and Privacy</b> (Clause G9.2)	Extended clause to reference employer and employee obligations under the Privacy Act and the University of Auckland Privacy Policy/Statement.
<b>Redundancy</b> (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.
<b>Other</b>	Minor changes for consistency and to correct typos and references to legislation. Some clauses moved.