



TEU | TE HAUTŪ
KAHURANGI
TERTIARY EDUCATION UNION



PROFESSIONAL STAFF COLLECTIVE AGREEMENT

1 September 2024 – 31 August 2026

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TABLE OF CONTENTS

SECTION A:	GENERAL - WĀHANGA A: KAUPAPA.....	4
A1	TERM.....	4
SECTION B:	COVERAGE OF THE AGREEMENT - TE HŌKAITANGA O TE KIRIMANA.....	4
B1	PARTIES	4
B2	COVERAGE.....	4
B3	VARIATIONS OF AGREEMENT.....	4
SECTION C:	TERMS OF EMPLOYMENT - HERENGA Ā-MAHI.....	5
C1	CATEGORIES OF EMPLOYEE.....	5
C2	FIXED TERM AGREEMENTS	5
C3	ABANDONMENT OF EMPLOYMENT	5
C4	TERMINATION OF EMPLOYMENT	5
C5	SUPERANNUATION/KIWISAVER	6
C6	MUTUAL RESPONSIBILITIES	6
SECTION D:	HOURS OF WORK - HĀORA MAHI	7
DA1	HOURS OF WORK	7
DA2	MINIMUM BREAK BETWEEN FULL SHIFTS	7
DA3	OVERTIME.....	8
DA4	MEAL ALLOWANCE	8
DA5	NIGHT RATE ALLOWANCE.....	8
DA6	WEEKEND ALLOWANCE	8
DA7	ON CALL ALLOWANCE	8
D8	CALL BACKS	8
DA9	TIME OFF IN LIEU FOR EMPLOYEES ABOVE THE MAXIMUM OF BAND F	9
D1	HOURS OF WORK	9
D2	MINIMUM BREAK BETWEEN FULL SHIFTS	9
D3	OVERTIME.....	10
D4	MEAL ALLOWANCE	10
D5	NIGHT RATE ALLOWANCE.....	10
D6	WEEKEND ALLOWANCE	10
D7	ON CALL ALLOWANCE	10
D8	CALL BACKS	10
SECTION E:	JOB EVALUATION AND REMUNERATION - AROMĀTAI MAHI ME TE TAIUTU	12
E1	EVALUATION OF POSITIONS.....	12
E2	APPEALS AGAINST THE JOB EVALUATION BAND OUTCOME	12
E3	JOB EVALUATION BAND REMUNERATION RANGES.....	12
E4	ANNUAL SALARY REVIEWS	13
E5	RECRUITMENT AND RETENTION ALLOWANCES.....	13
E6	TE REO MĀORI DUTIES	13
SECTION F:	ALLOWANCES - HE TAHUA	14
F1	SPECIAL DUTIES ALLOWANCE	14
F2	TRAVELLING ON UNIVERSITY BUSINESS IN NEW ZEALAND (EXCEPT ON FIELD WORK).....	14
F3	FIELD WORK.....	14
F4	TRANSPORT	15
F5	MOTOR VEHICLE MILEAGE RATE	15
SECTION G:	HOLIDAYS AND LEAVE - HARAREI ME TE WHAKAMATUATANGA Ā-TAU	16
G1	PUBLIC HOLIDAYS.....	16
G2	ANNUAL LEAVE	16
G3	HOLIDAYS FALLING DURING LEAVE OR TIME OFF	17
G4	SICK LEAVE.....	17
G5	RETIREMENT	18
G6	RETIREMENT LEAVE.....	18
G7	PARENTAL LEAVE	19
G8	LONG SERVICE LEAVE	21
G9	CREDITING OF PREVIOUS SERVICE	21
G10	JURY SERVICE LEAVE.....	21
G11	BEREAVEMENT/TANGIHANGA LEAVE.....	21
G12	FAMILY VIOLENCE LEAVE	22

G13	STUDY LEAVE	22
G14	TUITION FEES.....	22
G15	OTHER LEAVE	22
G16	ACCIDENT LEAVE	22
G17	REPRESENTATIVES EDUCATION LEAVE	23
G18	PROFESSIONAL FEES	23
SECTION H: GENERAL PROVISIONS - HE WHAKARITENGA.....		24
H1	HEALTH, SAFETY AND WELLBEING.....	24
H2	DEVELOPMENT OF JOBS AND ROLES.....	24
H3	RELEASE OF INFORMATION.....	25
H4	PAYMENT OF SALARIES.....	25
H5	DEDUCTIONS	25
H6	EMPLOYMENT RELATIONSHIP PROBLEMS	25
H7	DISCIPLINARY PRINCIPLES.....	26
H8	SUSPENSION.....	27
H9	UNION MEETINGS	27
H10	RIGHT OF ACCESS.....	27
H11	CONFIDENTIALITY	27
H12	INDEMNIFICATION	28
H13	PRIVACY	28
SCHEDULE A: SCHEDULE OF SIGNATORIES		29
APPENDIX A: REDUNDANCY PROVISIONS		30
	EMPLOYMENT PROTECTION PROVISION.....	30
	REDEPLOYMENT	30

PROFESSIONAL STAFF COLLECTIVE AGREEMENT

1 September 2024 - 31 August 2026

SECTION A: GENERAL - WĀHANGA A KAUPAPA

A1 TERM

This agreement is made pursuant to the Employment Relations Act 2000. The term of this agreement is from 1 September 2024 to 31 August 2026.

SECTION B: COVERAGE OF THE AGREEMENT - TE HŌKAITANGA O TE KIRIMANA

B1 PARTIES

B1.1 The parties to this agreement are the Vice Chancellor of Waipapa Taumata Rau | The University of Auckland (the "Employer"), the New Zealand Public Service Association Inc ("PSA") and the New Zealand Tertiary Education Union Inc ("TEU").

B2 COVERAGE

This agreement shall apply to:

- a) those Professional Staff on Bands B to G who are employed by the Employer in the same or similar occupations as listed within the [Job Evaluation Benchmark Group](#) and who are members of the PSA or TEU, and
- b) new and other Employees who join either TEU or the PSA during the term of this agreement and who are covered by a), above.

B2.1 When a person is appointed to a position where the work to be done is covered by this agreement the Employer will:

- a) give the Employee a copy of this agreement; and
- b) inform the Employee that the work they do is covered by this collective agreement and they may join one of the unions and provide the contact details of the unions; and
- c) if the Employee agrees, inform the union party that the Employee has been employed.

The University will distribute union parties' information material and membership application forms to each new Employee at the commencement of their employment. The University shall forward completed authorisation forms to the relevant union party.

B2.2 This agreement shall form the minimum terms and conditions of employment for staff covered by this agreement. Nothing in this agreement shall restrict the Employer from providing more favourable term(s) and condition(s) than those prescribed in this agreement.

B2.3 This agreement does not cover Employees who are engaged as Resident Advisers in student accommodation.

B3 VARIATIONS OF AGREEMENT

B3.1 The parties to this agreement may agree to vary any or all of its provisions during the term of this agreement subject to the PSA and TEU ratification processes. Any agreed variation will be recorded in writing and signed by the University, the PSA and TEU.

SECTION C: TERMS OF EMPLOYMENT - HERENGA Ā-MAHI

C1 CATEGORIES OF EMPLOYEE

- C1.1 Full-time Employee
An Employee working for the full hours provided in DA1.1 (hours of work) or D1.1 (hours of work) as applicable.
- C1.2 Part-time Employee
An Employee working for less than the full hours provided in clause DA1.1 (hours of work) or D1.1 (hours of work) as applicable. Part-time employees receive the entitlements of this agreement on a pro-rata basis.
- C1.3 Permanent Employee
A full-time or part-time Employee working on a continuing basis.
- C1.4 Fixed Term Employee
An Employee engaged on a full-time or part-time basis for a specific term (see Fixed Term Agreements below).
- C1.5 Casual Employee
An Employee engaged on an as and when required basis with no commitment from either party as to an ongoing employment relationship. Casual employees are paid on an hourly rate calculated at the appropriate salary level.

C2 FIXED TERM AGREEMENTS

- C2.1 At the time of appointment to a fixed term position, the Employer will give the reason for the fixed term nature of the position. Reasons for fixed terms may include:
- the replacement of staff who are on leave
 - the trial of an entirely new course of study or programme
 - the undertaking of a defined task for short period
 - where the position arises in a fixed term funded research project
 - to maintain flexibility in staffing to meet changing student numbers, research funding, etc
 - other potential requirements.
- C2.2 In order to reduce the uncertainty felt by Employees on fixed terms about the future of their employment, the Employer will, where possible, inform such Employees about the employment circumstances which will arise at the end of their agreements, including whether:
- the Employee is to be offered further employment;
 - the position occupied by the Employee is to be advertised internally and/or externally; and
 - the Employee's employment will cease at the end of the fixed term.

C3 ABANDONMENT OF EMPLOYMENT

- C3.1 When an Employee is absent from work for a continuous period of three working days without notification to the Employer, the Employee shall be deemed to have abandoned employment. Where an Employee was unable through no fault of that Employee to notify the Employer, employment shall not be deemed to have been abandoned.

C4 TERMINATION OF EMPLOYMENT

- C4.1 Written notice of one month is required for termination of employment (including resignation) but may be reduced by agreement between the parties.
- C4.2 For casual and fixed term employees the termination date is agreed when the parties enter into an employment agreement. However, Employees engaged on fixed-term or casual employment agreements may agree with the Employer to a lesser period of notice.
- C4.3 Nothing in this clause shall prevent the Employer from summarily dismissing an Employee for misconduct.
- C4.4 If the Employee's employment is terminated, or the Employee retires or resigns, they shall have the option to work out their notice period where that is practicable. The Employer shall make a payment in lieu of notice to the Employee, where the Employer determines it is not practicable for the Employee to work out their notice period.

- C4.5 Each Employee upon termination shall on request be provided with a certificate of service within a reasonable period.
- C4.6 Where there is a potential redundancy situation, the provisions of **Appendix A** shall apply.
- C5 SUPERANNUATION/KIWISAVER**
- C5.1 University employees may belong to Unisaver in accordance with the provisions of that scheme.
- C5.2 The University is an exempt Employer and, although the Employee can choose to join Kiwisaver, the Employee will not be automatically enrolled in Kiwisaver. If the Employee is already a member of Kiwisaver, when they are appointed to the University, they will need to inform payroll so that the requisite deductions can be made.
- C5.3 Where the Employee is a contributor to the Government Superannuation Fund the University will continue to make contributions to the Fund. Members of the fund are bound by the provisions of that scheme.
- C6 MUTUAL RESPONSIBILITIES**
- C6.1 During the term of this agreement the Employer shall continue to act as a good Employer in all dealings with the Employee. This includes providing;
- (a) Good and safe working conditions; and
 - (b) An equal employment opportunities programme; and
 - (c) The impartial selection of suitably qualified persons for appointment; and
 - (d) Recognition of:
 - i. The aims and aspirations of Māori; and
 - ii. The employment requirements of Māori; and
 - iii. The need for greater involvement of Māori in the tertiary sector; and
 - (e) Opportunities for the enhancement of the abilities of individual employees; and
 - (f) Recognition of the aims and aspirations and employment requirements and the cultural differences, of ethnic or minority groups; and
 - (g) Recognition of the employment requirements of women; and
 - (h) Recognition of the employment requirements of persons with disabilities.
- C6.2 The Employee shall during the continuance of the employment:
- (a) Diligently and faithfully serve the Employer and endeavour to promote and protect the interests of the University, and to act in a collegial manner.
 - (b) Carry out and comply with all the Employer's reasonable and lawful directions.
 - (c) Diligently perform the duties as agreed between the Employer and the Employee, and fulfil obligations to students.
 - (d) Comply with all the University's statutes, guidelines and policies, which may be amended by the Employer from time to time following appropriate consultation with and on reasonable notice to TEU, PSA and Employees.
- C6.3 The Employer shall comply with the following participatory processes when reviewing University policies relating to discipline (H8), and development and performance (E4.2):
- (a) The Employer shall inform the unions of its intention to review such policies and enter into discussions regarding the appropriate conduct of the review.
 - (b) The unions shall appoint representative members to participate in the review on behalf of union members and have the right to seek timely advice from the union members they are representing during the course of the review.
 - (c) Such representatives shall participate collegially and cooperatively in the review.

SECTION D: HOURS OF WORK - HĀORA MAHI

THE FOLLOWING PROVISIONS (DA1 to DA9) SHALL APPLY FROM THE DATE OF THIS AGREEMENT UNTIL 30 SEPTEMBER 2025 ON WHICH DATE THEY WILL BE REPLACED BY THE PROVISIONS BELOW (D1 to D8)

APPLICABILITY OF SECTIONS:

- Sections DA1 and DA2 apply to all professional staff in Bands B to G
- Sections DA3 to DA8 apply to staff on a salary of less than the maximum of Band F
- Section DA9 applies to professional staff on a salary above the maximum of Band F

DA1 HOURS OF WORK

- DA1.1 Ordinary full time is equivalent to 37.5 hours per week and is worked:
- between 7 am and 9 pm Monday to Friday; and
 - between 8 am and 5 pm Saturday
- DA1.2 Hours of work are normally completed on five consecutive 7.5 hour days, except for Employees in the Library rostered for shift duties whose ordinary hours of work shall be 7.5 hours per day and 37.5 hours per week to be worked on any five days of the week.
- DA1.3 By mutual agreement of the Employer and the individual Employee the hours may be varied within a 37.5 hour week and worked on no more than five days.
- DA1.4 As far as possible, the hours of work shall be continuous except for an unpaid meal break of not more than one hour or less than 30 minutes each day.
- DA1.5 In addition, Employees shall be granted a rest period of 10 minutes in each period of four hours worked. Normally that rest period shall be allowed after not less than two hours work. Employees shall have access to free tea, coffee, milk and sugar for breaks whilst working on University premises.
- DA1.6 Except for casual employees all Employees shall have regular hours, however these may be varied by mutual agreement following discussions between the Employer and any Employee(s) directly affected by the variation. Any such variation shall be recorded in writing.
- DA1.7 Flexitime may operate by mutual agreement between the Employer and the individual Employee concerned, within the ordinary hours of work specified within this agreement.
- DA1.8 In special circumstances an Employee may be required temporarily to vary starting and/or finishing times.
- DA1.9 For flexible working arrangements, refer to the [Flexible Work Policy and Procedures](#).

DA2 MINIMUM BREAK BETWEEN FULL SHIFTS

- DA2.1 A break of at least nine continuous hours must be provided wherever possible between any two shifts which shall take account of reasonable travel time.
- DA2.2 A full shift means a continuous period of work of 7.5 or more hours.
- DA2.3 This requirement to provide a break wherever possible applies whether or not any additional penalty payment will apply.
- DA2.4 If a break of at least nine continuous hours cannot be provided between shifts, the shift is to be regarded as continuous until a break of at least nine continuous hours is taken. Payment for hours worked shall be at the appropriate rate taking into account the provisions of sections DA1, and DA3 or DA9 as applicable.
- DA2.5 The penalty payment provisions will not apply in any case where the result would be to give an employee a lesser payment than would otherwise have been received.
- DA2.6 Time spent off duty during ordinary hours solely to obtain a nine-hour break shall be paid at ordinary time rates. Any absence after the ninth hour of such a break, if it occurs in ordinary time, shall be treated as a normal absence from duty.

NOTE - If a call-back of less than a full shift is worked between two periods of duty of a full shift or more a break of nine continuous hours must be provided either before or after the call-back. If such a break has been provided before the call-back it does not have to be provided afterwards as well.

Sections DA3 to DA8 below apply to professional staff under Coverage who are employed on a salary of less than the maximum of Band F (this salary shall be inclusive of higher duties allowances)

DA3 OVERTIME

DA3.1 If an Employee is authorised to work more than 7.5 hours per day or otherwise agreed normal hours of work, or more than 37.5 hours per week or otherwise agreed normal weekly hours of work, and this work is not otherwise recognised in their letter of offer or by variation, they may be eligible for overtime.

DA3.2 Compensation for authorised overtime is by one of the following options, to be agreed between the Employer and Employee when the overtime is authorised:

DA3.2.1 Time off in lieu of one hour off for one hour worked; or

DA3.2.2 The payment of all overtime hours at time and a half of the Employee's hourly rate of pay; or

DA3.2.3 The payment of an allowance to be agreed between the Employer and the Employee where the Employee is regularly required to work hours in excess of 37.5 hours per week.

DA3.3 All time in lieu will normally be taken within the calendar year in which it is granted, except that with the express written permission of the Employer, unused leave in lieu may be carried forward to the next calendar year.

DA4 MEAL ALLOWANCE

DA4.1 An Employee who has been directed to work not less than 2 hours overtime after a break of at least half an hour and who has had to buy a meal which would not otherwise have been bought, shall be paid a meal allowance of \$15.91 effective from 30 May 2025.

DA5 NIGHT RATE ALLOWANCE

DA5.1 Full time and part time employees who are not on a rotating shift and are expected to work between the hours of 9-11pm will receive an allowance of \$11.14 per night.

DA6 WEEKEND ALLOWANCE

DA6.1 Full time and part time employees who are not on a rotating shift and are expected to work after 5pm on a Saturday or on a Sunday will be paid \$14.87 per two hours (or part thereof) to a maximum of \$55.55.

DA6.2 Where an Employee is eligible for overtime payment on a Saturday and or a Sunday the above allowance is to be paid in addition to overtime.

DA7 ON CALL ALLOWANCE

DA7.1 For the purposes of on call allowance, "day" means a continuous on-call period of up to 24 hours.

DA7.2 Where the job description specifies that an Employee may be required from time to time to be on-call outside of normal working hours, the Employee will be paid \$14.87 per day from Monday-Friday, or \$24.74 per day on a Saturday, Sunday or Public Holiday, while the Employee is on-call.

DA7.3 Where an Employee is on-call during the whole weekend from Friday afternoon to the next Monday morning, the Employee will be paid the on-call allowance for Saturday, Sunday and one weekday.

DA7.4 If the Employee is required to return to work, they will be paid under the Call Back provision number DA8 below. Employees on call are expected to be fit for duties and able to attend duties in a reasonable period of time, if required.

DA8 CALL BACKS

DA8.1 Where an Employee is required by the Employer to return to work after completing the day's work and has left the place of employment, or is called back before their normal time of starting work and does not continue working until such normal starting time, that Employee shall be paid at overtime rates or receive time off in lieu for all hours worked with a minimum of three hours.

DA8.2 Call backs commencing and finishing within the minimum period covered by an earlier call back shall

not be paid for.

DA9 TIME OFF IN LIEU FOR EMPLOYEES ABOVE THE MAXIMUM OF BAND F

- DA9.1 If an Employee above the maximum of Band F is authorised to work more than 7.5 hours per day or otherwise agreed normal hours of work, or more than 37.5 hours per week or otherwise agreed normal weekly hours of work, and this work is not otherwise recognised in their letter of offer or by variation, they may be eligible for time off in lieu as set out in this clause.
- DA9.2 Staff who are above the maximum of band F salary scale, may be granted time off on the basis of one hour for each hour worked at the discretion of the Employer.
- DA9.3 All time off granted will normally be taken in the calendar year in which it is granted, except that with the express written permission of the Employer unused leave in lieu may be carried forward to the next calendar year.

THE FOLLOWING PROVISIONS (D1 to D8) SHALL APPLY FROM 30 SEPTEMBER 2025

APPLICABILITY OF SECTIONS FROM 30 SEPTEMBER 2025:

- Sections D1 to D8 apply to all professional staff in Bands B to G

D1 HOURS OF WORK

- D1.1 Ordinary full time is equivalent to 37.5 hours per week and is worked:
- between 7 am and 9 pm Monday to Friday; and
- between 8 am and 5 pm Saturday
- D1.2 Hours of work are normally completed on five consecutive 7.5 hour days, except for Employees in the Library rostered for shift duties whose ordinary hours of work shall be 7.5 hours per day and 37.5 hours per week to be worked on any five days of the week.
- D1.3 By mutual agreement of the Employer and the individual Employee the hours may be varied within a 37.5 hour week and worked on no more than five days.
- D1.4 As far as possible, the hours of work shall be continuous except for an unpaid meal break of not more than one hour or less than 30 minutes each day.
- D1.5 In addition, Employees shall be granted a rest period of 10 minutes in each period of four hours worked. Normally that rest period shall be allowed after not less than two hours work. Employees shall have access to free tea, coffee, milk and sugar for breaks whilst working on University premises.
- D1.6 Except for casual employees all Employees shall have regular hours, however these may be varied by mutual agreement following discussions between the Employer and any Employee(s) directly affected by the variation. Any such variation shall be recorded in writing.
- D1.7 Flexitime may operate by mutual agreement between the Employer and the individual Employee concerned, within the ordinary hours of work specified within this agreement.
- D1.8 In special circumstances an Employee may be required temporarily to vary starting and/or finishing times.
- D1.9 For flexible working arrangements, refer to the [Flexible Work Policy and Procedures](#).

D2 MINIMUM BREAK BETWEEN FULL SHIFTS

- D2.1 A break of at least nine continuous hours must be provided wherever possible between any two shifts which shall take account of reasonable travel time.
- D2.2 A full shift means a continuous period of work of 7.5 or more hours.
- D2.3 This requirement to provide a break wherever possible applies whether or not any additional penalty payment will apply.
- D2.4 If a break of at least nine continuous hours cannot be provided between shifts, the shift is to be regarded as continuous until a break of at least nine continuous hours is taken. Payment for hours worked shall be at the appropriate rate taking into account the provisions of sections D1, and D3 as applicable.
- D2.5 The penalty payment provisions will not apply in any case where the result would be to give an Employee a lesser payment than would otherwise have been received.

- D2.6 Time spent off duty during ordinary hours solely to obtain a nine-hour break shall be paid at ordinary time rates. Any absence after the ninth hour of such a break, if it occurs in ordinary time, shall be treated as a normal absence from duty.

NOTE - If a call-back of less than a full shift is worked between two periods of duty of a full shift or more a break of nine continuous hours must be provided either before or after the call-back. If such a break has been provided before the call-back it does not have to be provided afterwards as well.

D3 OVERTIME

- D3.1 If an Employee is authorised to work more than 7.5 hours per day or otherwise agreed normal hours of work, or more than 37.5 hours per week or otherwise agreed normal weekly hours of work, and this work is not otherwise recognised in their letter of offer or by variation, they may be eligible for overtime.
- D3.2 Compensation for authorised overtime is by one of the following options, to be agreed between the Employer and Employee when the overtime is authorised:
- D3.2.1 Time off in lieu of one hour off for one hour worked; or
- D3.2.2 The payment of all overtime hours at time and a half of the Employee's hourly rate of pay; or
- D3.2.3 The payment of an allowance to be agreed between the Employer and the Employee where the Employee is regularly required to work hours in excess of 37.5 hours per week.
- D3.3 All time in lieu will normally be taken within the calendar year in which it is granted, except that with the express written permission of the Employer, unused leave in lieu may be carried forward to the next calendar year.

D4 MEAL ALLOWANCE

- D4.1 An Employee who has been directed to work not less than 2 hours overtime after a break of at least half an hour and who has had to buy a meal which would not otherwise have been bought, shall be paid a meal allowance of \$15.91 effective from 30 May 2025 (increasing to \$16.23 from 1 February 2026).

D5 NIGHT RATE ALLOWANCE

- D5.1 Full time and part time Employees who are not on a rotating shift and are expected to work between the hours of 9-11pm will receive an allowance of \$11.14 per night from the 30 May 2025 (increasing to \$11.36 from 1 February 2026).

D6 WEEKEND ALLOWANCE

- D6.1 Full time and part time Employees who are not on a rotating shift and are expected to work after 5pm on a Saturday or on a Sunday will be paid \$14.87 per two hours (or part thereof) to a maximum of \$55.55. This will increase to \$15.17 from 1 February 2026.
- D6.2 Where an Employee is eligible for overtime payment on a Saturday and or a Sunday the above allowance is to be paid in addition to overtime.

D7 ON CALL ALLOWANCE

- D7.1 For the purposes of on call allowance, "day" means a continuous on-call period of up to 24 hours.
- D7.2 Where the job description specifies that an Employee may be required from time to time to be on-call outside of normal working hours, the Employee will be paid \$14.87 per day from Monday-Friday, or \$24.74 per day on a Saturday, Sunday or Public Holiday, while the Employee is on-call. These rates will increase to \$15.17 and \$25.23 respectively with effect from 1 February 2026.
- D7.3 Where an Employee is on-call during the whole weekend from Friday afternoon to the next Monday morning, the Employee will be paid the on-call allowance for Saturday, Sunday and one weekday.
- D7.4 If the Employee is required to return to work, they will be paid under the Call Back provision number D8 below. Employees on call are expected to be fit for duties and able to attend duties in a reasonable period of time, if required.

D8 CALL BACKS

- D8.1 Where an Employee is required by the Employer to return to work after completing the day's work and has left the place of employment, or is called back before their normal time of starting work and

does not continue working until such normal starting time, that Employee shall be paid at overtime rates or receive time off in lieu for all hours worked with a minimum of three hours.

- D8.2 Call backs commencing and finishing within the minimum period covered by an earlier call back shall not be paid for.

SECTION E: JOB EVALUATION AND REMUNERATION - AROMĀTAI MAHI ME TE TAIUTU

E1 EVALUATION OF POSITIONS

- E1.1 The University uses the Strategic Pay Job Evaluation methodology SP10 and Job Wise system to evaluate the majority of Professional positions across the organisation. The [Guidelines for Job Evaluation](#) provide guidance on the purpose and approach, when jobs are evaluated, how a request is made to evaluate a job and potential outcomes. The object is to ensure that the integrity of all job evaluation outcomes is maintained.
- E1.2 Professional Staff roles in Bands B to G are evaluated against the [Job Evaluation Benchmark Group](#).
- E1.3 Where the position is placed in a higher band and the current salary is below the minimum for that band the salary will be raised to at least the minimum from the date that the Job Evaluation was confirmed. In such cases, the salary of the staff member will also be reviewed according to guidelines for [Out of Cycle Salary Review](#).

E2 APPEALS AGAINST THE JOB EVALUATION BAND OUTCOME

- E2.1 A manager or staff member may appeal within one month of the evaluation of a position where the job description used for the evaluation was inaccurate.

E3 JOB EVALUATION BAND REMUNERATION RANGES

- E3.1 Minimum and maximum for each Job Evaluation Band with effect from 30 May 2025 can be found below and on the University's [Remuneration](#) intranet page:

Band	Min	Max
G	\$ 83,330	\$ 112,700
F	\$ 72,000	\$ 97,400
E	\$ 62,400	\$ 84,400
D	\$ 55,300	\$ 74,800
C	\$ 54,405	\$ 65,700
B	\$ 54,405	\$ 58,700

- E3.2 Minimum and maximum for each Job Evaluation Bands with effect from 1 February 2026 can be found below and on the University's [Remuneration](#) intranet page:

Band	Min	Max
G	\$ 85,000	\$ 115,000
F	\$ 73,400	\$ 99,400
E	\$ 63,600	\$ 86,100
D	\$ 56,400	\$ 76,300
C	\$ 55,634	\$ 67,000
B	\$ 55,634	\$ 59,900

Note: From 1 February 2026 no permanent or fixed term staff member will be paid less than \$29 per hour or \$56,550 per annum full time equivalent.

- E3.3 The remuneration ranges for 2026 for each Band are subject to review by the Employer and may be individually increased subject to the market information received during the term of the collective and the Employer's fiscal position.
- E3.4 All staff will be paid between the minimum and maximum of the remuneration range for their band unless they have had their salary capped as a result of being over the remuneration range maximum for their position.
- E3.5 No casual staff shall be paid below the minimum rate of Band B.

E4 ANNUAL SALARY REVIEWS

- E4.1 All salaries below the maximum of a remuneration band shall be reviewed annually.

E4.2 Development and salary review principles

Reviews shall:

- i. be aligned with the values, strategies and policies of the University, including equity and development policies;
- ii. Both the staff member and their manager are responsible for the salary review process and shall comply with relevant policies and procedures (currently [Tupu](#));
- iii. Both parties must contribute to ensure clarity and transparency of expectations for the position;
- iv. Both parties are responsible for objective setting, development planning and progress meetings throughout the year before the final annual performance and development review;
- v. The manager shall review annually the development, performance and salary of the Employee, taking into account evidence of competency in performance. The University will have a monitoring process to ensure appropriate and consistent application.

E4.3 Process

E4.3.1 Salary increases

- i. An annual percentage increase to salary, the "general revision", is negotiated with the unions and paid in February. A multiplier would then be applied to the percentage increase based on the remuneration framework, for staff who joined the University prior to 1 November in the previous calendar year.
- ii. Staff who are paid at or above the maximum for the Band in which their position is placed, whose performance consistently exceeds identified expectations, will be considered, through the Annual Salary Review process, for a lump sum payment or bonus.

E4.3.2 Bonus Payments

Bonus payments may be made to individuals or groups who have undertaken substantial additional work or special projects over and above normal duties, or in recognition of exemplary performance. Applications may be initiated by individuals through their manager.

- E4.3.3 The Employer will determine the distribution of annual increases and bonuses, based on the [remuneration framework](#).

E4.4 Appeal Committee

- i. An Appeal Committee will be established by the Employer. The Employer will consult with the unions with respect to the composition of the Appeal Committee.
- ii. The Committee will consider appeals where a case can be made that there has been a significant failure of process which has affected the outcome or where the decision is clearly at odds with the evidence.

E5 RECRUITMENT AND RETENTION ALLOWANCES

- E5.1 The Employer may award individual Employees a non-superable payment additional to the salary on the grounds of recruitment and/or retention. The payment shall be reviewed annually.

E6 TE REO MĀORI DUTIES

- E6.1 The Employer will take into account for remuneration purposes proficiency in languages other than English, and Te Reo in particular, where the needs of the job demand such skills.
- E6.2 Where Employees are called upon by the University to use Te Reo Māori in circumstances outside their job requirements, and where such duties are above and beyond the normal requirements of the Employee, the University may recognise such contributions either financially or otherwise.

SECTION F: ALLOWANCES - HE TAHUA

F1 SPECIAL DUTIES ALLOWANCE

- F1.1 An Employee required by the Employer to undertake a period of special duties, or to temporarily act in the capacity of a higher salaried Employee, where there are increased duties and responsibilities shall be reimbursed by the Employer at a higher level of remuneration commensurate with such increased duties and responsibilities to be agreed with the Employee. The agreed allowance shall apply from the day the agreed special duties or temporary acting appointment commences.

F2 TRAVELLING ON UNIVERSITY BUSINESS IN NEW ZEALAND (EXCEPT ON FIELD WORK)

- F2.1 The [travel policy](#) applies to staff travelling on University business.
- F2.2 Employees travelling on University business which has been approved by the Employer will be reimbursed actual and reasonable expenses upon presentation of receipts.
- F2.3 An incidental allowance of \$9.71 effective from 30 May 2025 (increasing to \$9.90 from 1 February 2026) per 24-hour period or part thereof is payable for incidental expenses not otherwise recoverable. The period of payment is calculated from time of departure from the University or from the Employee's residence whichever is the earliest to the time of return to the University or Employee's residence whichever is the earlier.

F3 FIELD WORK

- F3.1 For the purpose of this agreement, field work shall mean:
- (i) A day field trip - which does not necessitate the Employee being away from their place of residence overnight;
 - (ii) A field trip - which necessitates the Employee being away from their place of residence for one night or more, up to 20 consecutive nights;
 - (iii) An expedition - which necessitates the Employee being away from their place of residence for more than 20 consecutive nights.
- F3.2 An Employee has the right to object to undertaking field trips and expeditions as defined in paragraphs (ii) and (iii) of sub-clause F3.1 on reasonable grounds. The Employer undertakes to adequately consider an Employee's reasonable objection to field trips and expeditions and wherever possible to give reasonable notice of the field trip or expedition.
- F3.3 An Employee who undertakes field work of any kind covered by this clause shall be provided by the Employer with equipment and special clothing deemed by the Employer to be necessary for the field work, and such equipment or special clothing shall remain the property of the Employer. In lieu of the foregoing, an Employee may be paid a sum agreed upon by the Employer and the Employee as partial reimbursement of the cost of provision by the Employer of such equipment or special clothing, which shall remain the property of the Employee.
- F3.4 It shall be the duty of the Employer to take all reasonable steps to ensure that all equipment and clothing supplied at any time during field work is in a safe working condition, and that where necessary the Employee is given adequate instruction in its proper use.
- F3.5 An Employee engaged on a field trip or expedition shall be provided with suitable food and transport or shall be reimbursed the actual reasonable costs thereof. Where necessary, an Employee undertaking a field trip or expedition may be given an advance against expenses.
- F3.6 An Employee engaged on a day trip shall be entitled to time-off, in lieu of overtime, on the basis of one hour for each hour worked, for any hours worked in excess of 7.5 hours.
- F3.7 An Employee engaged on a field trip shall be entitled to one day's time off in respect of each day worked on that field trip, which is not one of the Employee's regular days of work, to be taken at a time mutually convenient to the Employee and the Employer.
- F3.8 An Employee engaged on an expedition shall be entitled to overtime or time-off in lieu for the first twenty days on the same basis as provided in clause F3.7.
- F3.9
- (i) An Employee who is engaged on a field trip shall be entitled to accommodation of a reasonable standard appropriate to the circumstances.
 - (ii) An Employee engaged on a field trip or an expedition shall be paid the incidentals allowance at the rate of \$9.71 per day effective from 30 May 2025 (increasing to \$9.90 from 1 February 2026).

F3.10 The terms and conditions applicable to expeditions shall be determined in each case prior to the commencement of the expedition. It is recognised by the parties that each expedition is to be treated on its merits as a separate case.

F4 TRANSPORT

F4.1 Where an Employee is required to travel to or from work outside regular hours and the Employer considers the safety of the Employee is at risk the Employer may provide free transport.

F4.2 For further information on transport and travel, please refer to the Travel Policy.

F5 MOTOR VEHICLE MILEAGE RATE

F5.1 Where the use of a private vehicle for official business has been approved, the Employee shall be paid a motor vehicle allowance the equivalent of the standard Inland Revenue Department rates for work related kms.

SECTION G: HOLIDAYS AND LEAVE - HARAREI ME TE WHAKAMATUATANGA Ā-TAU

G1 PUBLIC HOLIDAYS

G1.1 The following days shall be observed as public holidays:

New Year's Day
The Day after New Year's Day
Waitangi Day
Anzac Day
Good Friday
Easter Monday
Sovereign's Birthday
Matariki
Labour Day
Auckland Anniversary Day (or relevant regional holiday, as per the Holidays Act 2003)
Christmas Day
Boxing Day

G1.2 In the event of a public holiday falling on a Saturday or a Sunday, such holiday shall be observed in accordance with the Holidays Act and the Holidays (Full Recognition of Waitangi Day and ANZAC Day) Amendment Act 2013. For further information, please visit the staff intranet.

- G1.3
- (i) Where permanent or fixed term Employees are required to work on a public holiday and that day is an ordinary day of work for the Employee, they shall be paid double time for all hours actually worked and allowed a paid day off in lieu.
 - (ii) Where Employees are required to work on a public holiday which falls on a day that would not otherwise be an ordinary working day for those Employees, they will be paid double time for all hours worked on that day.
 - (iii) Staff working on an Easter Tuesday or the last working day before Christmas (as part of the University's closedown) shall be paid double time and no deduction will be made from their annual leave balance for the closedown on these days.
 - (iv) Casual employees shall be paid double time for all hours worked on a Public Holiday, the working day before Christmas, or Easter Tuesday.
 - (v) Employees will only work on a public holiday if there is prior mutual agreement with their manager or if they are required to do so as a term and condition of their employment.

G2 ANNUAL LEAVE

G2.1.1 The Employees (except casual employees) will be entitled to five (5) weeks annual leave (inclusive of Easter Tuesday and the last weekday before Christmas) per year of continuous service.

G2.1.2 The Employees will take annual leave on Easter Tuesday, last weekday before Christmas and the working days between Christmas and New Year, unless otherwise instructed by the Employer.

G2.1.3 Annual Leave for casual employees shall be 8% per annum under the terms of the Holidays Act 2003 on a 'pay as you go' basis.

G2.2 The Employee's wishes concerning the timing of leave will be met as far as possible. However, where this is not convenient to the University, the Employer may decline to grant leave or may direct an Employee to take leave at a certain time. (Decisions regarding timing of leave will be made in discussion with the Employee and have regard to the Holidays Act 2003, the University's workload requirements and the relevant University policies and practices.)

G2.3 Wherever possible Employees will have the opportunity to take all leave due to them in any one leave year. Unless agreed otherwise, Employees should take at least half their annual leave entitlement in the year in which they become entitled to it.

With the written approval of the Employer an Employee may take annual leave in anticipation of entitlement. The number of days anticipated shall not exceed the amount of accrued leave.

G2.4 The University will provide at least one block of annual leave of more than two weeks in each year, in accordance with the Holidays Act. Staff and managers are encouraged to discuss annual leave plans for the forthcoming year.

G3 HOLIDAYS FALLING DURING LEAVE OR TIME OFF

G3.1 Leave on pay

Where a public holiday falls during a period of annual leave, sick leave on pay or special leave on pay (including special University paid parental leave under clause G7), an Employee is entitled to that holiday which is not to be debited against such leave. This provision does not apply to a holiday falling during annual or retiring leave after the Employee has ceased work prior to leaving the university, unless the Employee has worked at any time during the fortnight prior to the day on which the holiday is observed.

G3.2 Leave without pay

An Employee shall not be entitled to payment for a public holiday falling during a period of leave without pay, unless the Employee has worked at any time during the fortnight prior to the day the holiday is observed.

G4 SICK LEAVE

G4.1 Employees are entitled to either Sick Leave on pay as set out in the schedule below, or Sick Leave without pay.

G4.2 Sick leave can be used when the Employee is sick or injured or when the Employee must attend to a dependent member of the family, who becomes sick, as set out in the Holidays Act 2003 and its subsequent amendments.

G4.3 All Sick Leave is to be computed in working days.

G4.4 Schedule of Entitlement:

Length of Service	Aggregate period for which sick leave on pay may be granted during service (Working Days)
Up to six months service	5 days.
After six months service and up to 12 months service	10 days inclusive of days previously allowed.
Over 12 months service	10 days for each 12 months of service with a maximum accumulation of 260 days.

G4.5 This leave is inclusive of the provisions of the Holidays Act 2003.

G4.6 The Employer may, at its discretion, decide that sick leave on pay of any special nature should not be included in the aggregate of sick leave taken.

G4.7 If an Employee is absent on sick leave for a portion of their working day, such leave is to be debited as follows:

- (i) Absent for a quarter of the total allotted hours for that day – no deduction.
- (ii) Absent for between a quarter and three quarters of the total allotted hours for that day – half a day's sick leave.
- (iii) Absent for more than three quarters of the total allotted hours for that day – full day's sick leave.

G4.8 The Employee should notify absence due to sickness to the Employer whenever possible within 30 minutes of normal starting time. A medical certificate will be required for all absences in excess of five consecutive days and may be required for absences of shorter periods. If information is received which indicates that the sick leave entitlement is being misused, the Employer may take such action as is necessary to clarify the matter.

G4.9 When sickness occurs during annual or long service leave, the Employer will permit the period of sickness to be debited against sick leave entitlement provided that period of sickness is more than five days, and a medical certificate is produced.

G4.10 Anticipation of Sick Leave:

In special cases, Employees may be allowed to anticipate sick leave becoming due on completion of a further period of service provided that at least 10 days sick leave is retained for each year of service for which sick leave has been anticipated.

All approvals are subject to the proviso that the necessary adjustments to final pay are to be made if Employees resign before the next entitlement falls due.

G4.11 Medical Incapacity

- G4.11.1 In the event of prolonged illness, suspected incapacity or concerns about the Employee's attendance at work (including as a result of intermittent absences), the Employer may request that an Employee undergo an examination by a registered medical practitioner for an assessment of the Employee's fitness for work and/or return to work.
- G4.11.2 The parties agree that the primary purpose of any medical examinations is to support the Employee's wellbeing, recovery and return to work. Accordingly, the selection of the relevant practitioner, (although nominated by the University) is to be by mutual agreement. The cost of the medical examinations will be met by the Employer. A copy of any relevant report provided by the agreed medical practitioner will be available to both parties.
- G4.11.3 For Employees who are unfit to work but progressing toward recovery and a return to work may be granted leave either with or without pay (where an Employee has exhausted their sick leave entitlements).
- G4.11.4 Where an Employee remains unfit to work after a reasonable timeframe, or prognosis for recovery is poor, provided that reasonable time has been given for recovery and the Employer has taken practicable steps to support the Employee to return to work, termination of employment may be considered.
- G4.11.5 In cases where termination of employment is necessary, a notice period of 3 months will apply. This period of notice may, either in whole or in part, be paid out in lieu.

G5 RETIREMENT

- G5.1 The Employee shall give to the University not less than 3 months' notice of retirement in writing.
- G5.2 Employees may elect to retire on or after their 60th birthday. The Employer may at its discretion approve retirement of a staff member who is aged between 55 and 59 years.
- G5.3 The University and the Employee agree that retirement means permanently withdrawing from the paid regular workforce. The Employee will provide the University with details of any planned future employment.
- G5.4 An Employee who intends to retire may apply for a phased retirement agreement under the terms of University policy. Consideration of any application will be subject to the needs and interests of the University. Any agreement may cover: dates of retirement and any retirement payment; specified and agreed part time and/or fixed term employment; duties; etc. The Employee shall provide the University with details of any planned future employment.
- G5.5 The Employer may also agree to retirement on medical grounds subject to the provisions of clause G4.11.

G6 RETIREMENT LEAVE

Employees who commence employment on or after 1 February 2023 will not be eligible for the retirement leave condition (the Condition).

The Condition is grandparented for staff who were Employees on or before 31 January 2023 as follows: Employees of the University whose employment has been terminated (by way of resignation, redundancy or the end of a fixed-term contract) between 1 February 2017 to 31 January 2023 will be entitled to the Condition if they re-join the University on or after 1 February 2023 provided that they meet the following criteria (the Criteria):

- *The Employee has not previously received the Condition on termination;*
- *They inform the University that they were previously employed by the University and meet the Criteria.*
- *For those Employees who are eligible to access the grandparented Condition, continuous service for the calculation of the Condition will start from the date at which they recommenced employment at the University*

- G6.1 Only Employees who retire under the provisions of clause G5 will be entitled to receive the following benefit:

- | | | |
|-------|-------------------------------------------|-----------------|
| (i) | after 10 years continuous service | 20 working days |
| (ii) | after each additional year up to 25 years | 5 working days |
| (iii) | after each additional year over 25 years | 2 working days |

- G6.2 Service for the purpose of retirement leave entitlement and calculation means unbroken employment, full-time or part-time (on a pro-rata basis), in the University together with any other service which the Employer may at its discretion recognise. However, previous service in the State Sector does not qualify for retiring leave if the Employee accepted voluntary severance.
- G6.3 Retirement leave does not count as service; service for retirement leave purposes is to be reckoned up to and including the last day of work plus any annual or long-service leave due.
- G6.4 In determining the period of service, the Employer may deduct periods of leave without pay exceeding three months in total.
- G6.5 Retiring Leave commences from the working day following the last day of duty. Where annual leave or long service leave is due the retiring leave commences from the working day following expiry of such leave.
- G6.6 Grant in Lieu of Retiring Leave
- G6.6.1 All Employees eligible for retiring leave may accept, instead of any period of retiring leave to which they are entitled (less any retiring leave already taken in anticipation), a lump sum gratuity equivalent in value to that leave.
- G6.6.2 On the death of an Employee, the Employer may approve a cash grant in lieu of retiring leave to the surviving partner or if there is no surviving partner to any dependant.

G7 PARENTAL LEAVE

- G7.1.1 The University recognises and affirms the importance of whānau by providing an inclusive parental leave policy to support parents.
- G7.1.2 University Paid Parental Leave is administered in accordance with the University's [Parental Leave Policy and Procedures](#) and the [Parental Leave and Employment Protection Act](#) 1987.
- G7.1.3 Staff members may apply for up to nine weeks of University Paid Parental leave if they meet the criteria in the [Parental Leave Policy and Procedures](#).
- G7.1.4 Where both parents or carers are employed at the University, either one person can take the nine weeks of University paid parental leave, or the leave can be shared between the two parents or carers.
- G7.1.5 University Paid Parental Leave can be taken in blocks of one week or more to allow more flexibility for eligible parents.
- G7.1.6 If both parents or carers are employed at the University, the secondary carer or partner will be eligible for two additional weeks of University paid parental leave, provided they meet the criteria in the [Parental Leave Policy and Procedures](#).
- G7.1.7 Any payment is to be based on the percentage rate of employment (FTE) prior to absence on parental leave. However, an Employee who works less than full normal hours for a short period only, prior to parental leave may have their case for full payment considered by the employer.
- G7.1.8 If an Employee intends to go back to work after their parental leave, at least one month's notice in writing is required before returning to work. Note - Usually, an Employee can only go back to work early if their manager agrees.
- G7.1.9 The parental leave application form must be submitted to an Employee's manager at least three months before the date on which they wish to commence parental leave and must be accompanied by documentation confirming the expected delivery date, adoption, or formal care arrangement, signed by an appropriate healthcare or social services provider. Special and medical circumstances will be taken into account.
- G7.2 **Government Parental Leave**
- G7.2.1 An Employee is also entitled to government parental leave when they meet one of the following primary carer or co-carer criteria:
- (i) Are pregnant
 - (ii) Are a parent of a child under one
 - (iii) Have new permanent primary responsibility for a child under six and be any of the following:
 - (a) a parent or adoptive parent

- (b) a Home for Life parent
- (c) a matua whāngai (whāngai carer)
- (d) a grandparent with full-time care
- (e) a permanent guardian.

G7.2.2 Government paid parental leave of 26 continuous weeks is available for primary carers. This is paid by the Inland Revenue Department. Employees need to have worked an average of 10 hours a week in at least 26 of the weeks in the year before the due date or the date the child comes into the Employees' care. Government paid parental leave can be started up to six weeks before the expected date of the child's arrival, or earlier in certain cases.

G7.2.3 If an Employee has completed one year's continuous service prior to the expected date of a child's arrival, they are entitled to a further 26 weeks unpaid leave (for a total of up to 52 weeks primary carers leave).

G7.2.4 If more than one parent or carer is employed by the University, either Employee can take government leave or the leave can be shared between them.

G7.2.5 This length of primary carers leave shall be the same whether one or more children are born or enter primary care at the same time.

G7.2.6 An Employee is also entitled, before taking parental leave, to take a total of up to ten days special leave without pay for reasons connected with the anticipated arrival or adoption of a child.

G7.2.7 Partners and co-carers may also be eligible for two weeks of Government unpaid partner's leave, in addition to University Paid Parental Leave.

G7.3 **Job protection**

G7.3.1 An Employee returning from parental leave is entitled to resume work in the same position or in a similar position to the one they had at the time of commencing parental leave. If the Employee's position is one that needs to be permanently filled ("key position"), or a redundancy occurs while they are on parental leave, G7.3.3 will apply.

G7.3.2 A similar position means a position:

- at the equivalent salary and grading; and
- on the same campus; and
- involving responsibilities broadly comparable to those exercised in their previous position.

G7.3.3 If the role is a key position or in the case of a redundancy, the Employee will be entitled to a 26 week "period of preference" at the end of the parental leave. During the period of preference when the Employee indicates their intention to return to work, the employer shall provide a written offer for either:

- i) the same position (if it is vacant at that time) or for a similar position to the one they occupied before commencing parental leave subject to availability; or
- ii) an extension of unpaid parental leave up to 12 months to provide additional opportunities for either the Employee's previous position or a similar position becoming available.

G7.4 **Redeployment**

G7.4.1 When a position that is usually occupied by an Employee who is on parental leave, is disestablished, then the same university redeployment provisions that would apply to other staff members who are subject to the same review will apply. Please refer to **Appendix A: Redundancy Provisions**.

G7.4.2 Any Employee on parental leave must be notified if their position is to be disestablished as a result of a review.

G7.5 **Employees returning from a period of parental leave**

G7.5.1 Employees returning from a period of parental leave may wish to work reduced hours for a period or take up a part-time position within the University.

G7.5.2 For entitlements available to employees, refer to the [Flexible Work policy and procedures](#) and the [Equity policies, procedures and guidelines](#).

G7.6 **Salary Increases on Parental Leave**

G7.6.1 If an Employee is on parental leave when a general revision takes effect, they are entitled to an increase in salary, in accordance with the annual salary review process.

G7.6.2 Any adjustments to the remuneration ranges that are backdated into the period covered will apply.

G8 LONG SERVICE LEAVE

G8.1 In addition to holidays and annual holidays specified elsewhere in this agreement an Employee shall be entitled on completion of 20 years continuous university service to a special holiday of 4 (four) weeks, which must be taken within five years of becoming due, or be forfeited. This is a once only entitlement. The Employee's wishes concerning the timing of leave will be met as far as possible. Employees may elect to take this as four consecutive weeks leave, or in one-week blocks.

G8.2 Long service leave is a leave entitlement, not a basis for a lump sum payment.

G8.3 Entitlement to long service leave shall not affect any retirement leave eligibility, or retirement grant payable under this agreement.

G9 CREDITING OF PREVIOUS SERVICE

G9.1 The University may give credit for other previous relevant service for purposes of calculating leave and other entitlements (e.g. annual leave, sick leave, long service leave and retiring leave).

G9.2 Decisions shall have regard to:

- (i) the relevance of the service;
- (ii) recruitment and retention experiences.

G10 JURY SERVICE LEAVE

G10.1 An Employee called upon for Jury Service may request to be excused where the operational needs of the Employer require attendance at work. The Employer will support that request in writing, where the Employer agrees that its operational needs require the Employee's attendance at work.

G10.2 Where an Employee is required to attend Jury Service, they will be entitled to special leave on pay. The Employee is to ensure that all fees payable by the court other than for service performed on a weekend or rostered day off are paid to the Employer. The Employee may retain any expenses payments.

G11 BEREAVEMENT/TANGIHANGA LEAVE

G11.1 An Employee shall be granted bereavement leave on full pay to discharge obligations and/or to pay respects to a deceased person with whom the Employee has had a close association. Such obligations may exist because of blood or family ties or because of particular cultural requirements such as attendance at all or part of a Tangihanga (or its equivalent).

G11.2 Bereavement leave provided for under G11.1 may be taken in the event of a miscarriage or stillbirth.

G11.3 In granting time off, and for how long, the Employer must administer these provisions in a culturally sensitive manner taking into account:

- (i) the closeness of the association between the Employee and the deceased, which association need not be a blood relationship;
- (ii) whether the Employee has to take significant responsibility for any or all of the arrangements to do with the ceremonies resulting from the death;
- (iii) the amount of time needed to discharge properly any responsibilities or obligations;
- (iv) reasonable travelling time should be allowed, but for cases involving overseas travel that may not be the full period of travel;
- (v) a decision must be made as quickly as possible so that the Employee is given the maximum time possible to make any necessary arrangements. In most cases the necessary approval will be given immediately, but may be given retrospectively where necessary.

G11.4 If paid bereavement leave is not appropriate, then annual leave or leave without pay should be granted, but as a last resort.

G11.5 If a bereavement occurs while an Employee is absent on annual leave, sick leave on pay, long service leave (except when this is taken after relinquishing of office) or other discretionary leave on pay, such leave may be interrupted and bereavement leave granted in terms of the preceding clauses. This provision will not apply if the Employee is on leave without pay.

G12 FAMILY VIOLENCE LEAVE

- G12.1 The University supports staff who are affected by family violence. Family violence is defined in the Family Violence Act 2018.
- G12.2 From their commencement of employment, all Employees are eligible for ten days of family violence leave as per the [Family violence policy and guidelines](#). Staff may take family violence leave for:
- (a) attending medical appointments and counselling
 - (b) attending legal proceeding
 - (c) seeking safe housing
 - (d) visiting legal advisors or support agencies, for re-housing or re-organising childcare, or for other relevant appointments
 - (e) other matters resulting from family violence.
- G12.3 A member affected by family violence may choose to disclose to their manager/ team leader, union delegate, HR staff or other parties. The Employer and union representatives will maintain strict confidentiality over any relevant information.
- G12.4 Affected staff are encouraged when needed to access a tailored safety plan. For more information see the [Campus Personal Safety Planning guide](#).

G13 STUDY LEAVE

- G13.1 Provision of Study Leave is at the discretion of the Employer.
- G13.2 Employees may be granted study leave to enable them to complete qualifications and to attend courses and seminars which are considered by their Employer to be relevant to their employment. Such study leave may entitle them to the benefits set out in G13.3 and G13.4.
- G13.3 An Employee who has been granted study leave under the provisions of G13.2, may have their cost of tuition paid, either in whole or in part, by the University directly at commencement of each course(s) (where such a course is offered by Waipapa Taumata Rau | the University of Auckland). Other fees and purchase of notes, books and instruments will remain the responsibility of the Employee.
- G13.4 Where the University has paid the Employee's fees and/or other related expenses, and the Employee fails to successfully complete the paper or papers, in the absence of exceptional circumstances the Employee agrees that they may be required to repay the fees as a debt that is owed to the University.
- G13.5 Where, as a course requirement, the Employee who has been granted study leave under these provisions is required to travel to another centre, the Employer may pay transport costs and expenses in accordance with University policy.
- G13.6 The granting of study leave each year shall be subject to the Employee's satisfactory progress in their work and studies.
- G13.7 Where a full time Employee is required by the Employer to study towards a recognised qualification, the Employee shall be granted leave on pay up to a maximum of one day in a week, or such other times as may be required by the Employer, for the purpose of attending such a course or study.

G14 TUITION FEES

- G14.1 The University may meet the costs of tuition for any Employee enrolled for a course of study in the University which is relevant to the Employee's work and has been approved by the Employer. The University may approve attendance at courses in other cases without meeting the cost of tuition.

G15 OTHER LEAVE

- G15.1 The Employer may grant an Employee Other Leave with or without pay on such terms and conditions as the Employer may deem fit.

G16 ACCIDENT LEAVE

- G16.1 Accident leave is granted in terms of Accident Compensation Act 2001.
- G16.2 The University is committed to paying the first week's compensation in the case of all injuries sustained in the course of employment, even if such injuries are classified otherwise according to the Act.
- G16.3 The University will pay compensation for up to 28 days following the start of incapacity until the claim is identified as work related or not. In the case of non-work related accidents, the Employee shall immediately reimburse the full amount to the Employer as soon as they receive compensation from ACC in respect of that period.

G17 REPRESENTATIVES EDUCATION LEAVE

G17.1 PSA and TEU representatives shall be granted Representatives Education Leave, allocated on the basis of up to 3 days per year per representative. The total allocation of leave provision shall be based on 1 day per year per 10 full time equivalent union member Employees covered by this agreement. (Note: where this entitlement is less than the provisions of the Employment Relations Act 2000, then the provisions of the Act shall apply in lieu of these provisions.)

G17.2 Representatives education leave shall be granted providing operational requirements are not unduly disrupted, to allow participation in education courses, subject to the PSA, or TEU, as appropriate, giving the Employer not less than two weeks' notice of such a course. The Employer shall advise the PSA or TEU, as appropriate, as soon as practicable prior to a course for which leave has been granted. Leave approved shall be paid at the ordinary rate of pay.

G18 PROFESSIONAL FEES

G18.1 Subject to the approval of the Director/Dean, the Employer may pay professional fees that are relevant to the Employee's work in the University, including fees for current practising certificates which are necessary to enable the Employee to carry out their duties.

SECTION H: GENERAL PROVISIONS - HE WHAKARITENGA

H1 HEALTH, SAFETY AND WELLBEING

H1.1 The parties believe that the health, safety and wellbeing of all members of the University community is among their highest priorities. The University is committed to the highest standards of health, safety and wellbeing through continual improvement whilst ensuring the continued delivery of world-class education and research. Both the Employer and the Employee shall comply with their obligations under the Health and Safety at Work Act 2015 and associated legislation. This includes the Employer and the Employee taking all reasonably practicable steps to ensure a safe and healthy workplace in accordance with the University's [Health, Safety and Wellbeing Policy](#).

H1.2 The University is committed to being safe, inclusive and equitable. Diversity and collegiality are central to the University's values. In accordance with these values, the University is committed to providing an environment in which all members of the University community are valued and treated with respect, and where bullying, harassment and discrimination are unacceptable. For further information refer to the [Addressing Bullying, Harassment and Discrimination Policy and Procedures](#).

H1.3 Protective Clothing:

- (i) Where necessary suitable protective clothing, footwear, safety spectacles and equipment shall be provided by the Employer and the Employee instructed in their use.
- (ii) Where justified prescription hardened lenses shall be provided by the Employer. Should a change in prescription require a change of lenses, then the Employer shall pay the difference in cost between normal and hardened lenses plus the cost of standard safety frames if required.
- (iii) Laundering or dry cleaning of all protective clothing shall be the responsibility of the Employer and shall be carried out on a regular basis.
- (iv) An Employee suffering damage to clothing while wearing protective clothing shall be financially reimbursed for the damage.
- (v) The Employer shall take all reasonably practicable steps to ensure that the Employee is instructed in the use and need for safety clothing and equipment.
- (vi) The Employee shall be under an obligation to make use of safety clothing and equipment provided by the Employer. Repeated failure to do so shall constitute misconduct.

H1.4 Occupational Overuse Syndrome (OOS)

The Employer will ensure that all Employees are familiar with the risks of OOS when working in situations where any muscle group is stressed over periods of time (including through the extended use of keyboards). The Health and Safety team will provide current information to employees to minimise risks of OOS.

H1.5 New Technology

When new technology is introduced into a workplace, it will be the responsibility of the Employer to provide appropriate training to the Employees directly affected. Such training will include any health and safety implications or information that will enable Employees to operate the equipment without discomfort and will help maintain their general well-being.

H2 DEVELOPMENT OF JOBS AND ROLES

H2.1 The University is committed to a fair, collegial and consultative approach to reviews and development of jobs and roles and to the career development of staff.

H2.2 Staff are encouraged to engage with their manager where there are actual or proposed changes in job content and responsibility, and to involve the PSA, or TEU, as appropriate, in these discussions whenever they wish.

H2.3 Where there are significant changes in the position, the Job Description may be reviewed and may be considered under the Job Evaluation system under the terms of Clause E1.1.

H2.4 Any changes should be reasonable and take account of the need for a healthy and safe workplace. Where it becomes apparent that there is a need for redeployment into another role, the University policy includes involvement of the PSA, or TEU, as appropriate, in these discussions whenever the staff member wishes.

H3 RELEASE OF INFORMATION

H3.1 Employees shall ensure that they do not comment on behalf of the University unless it is required as part of their agreed duties, or they have first obtained the approval of the Registrar through the appropriate Dean, Academic Head or Manager. Nothing in this clause overrides the provisions of the Education and Training Act 2020 or the Employment Relations Act 2000.

H4 PAYMENT OF SALARIES

H4.1 Direct Credit: Payment of all salaried Employees shall be by direct credit to a bank account, fortnightly.

H4.2 Final Pay: Regardless of whether the termination is on notice or without notice, the Employee's final pay is payable in the next available pay cycle, unless the Employee requests of the Employer in writing to receive the final pay on the last day of the Employee's work.

H5 DEDUCTIONS

H5.1 The parties agree that the Employer is entitled to make a deduction from the salary (including final pay and holiday pay in the case of a termination) of an Employee for a debt lawfully owed to the University.

Deductions may be made, for example, for time lost through sickness or accident not covered by sick leave, unauthorised absence, non-return or damage of University property, default by the Employee, holidays taken in advance, overpayment of salary, outstanding debts or money owed to the University by the Employee.

Where deductions are made for overpayment of salary, this will be consistent with the Wages Protection Act 1983 and any amendments. Employees will be consulted before any deductions are made.

The Employer agrees that in an ongoing employment relationship where regular deductions from an Employees' salary are necessary to discharge the debt, the amount deducted will be fair and reasonable, considering the interests of both parties, including whether the proposed amount is affordable for the Employee.

H5.2 At the written request of any employee, the Employer shall deduct union fees from the employee's pay at a rate advised from time to time by the PSA, or TEU, as appropriate, and shall remit such deductions to the PSA, or TEU, as appropriate, in a manner agreed upon between the Employer and the relevant union party.

(i) The Employer, when requested in writing by a union party, shall within one month of receipt of such request, supply to that union party a list of all Employees from whom deductions have been made.

(ii) Such requests shall not be made to the Employer at intervals of less than six months.

H6 REFUND OF APPOINTMENT EXPENSES

Where the Employee had received reimbursement of expenses or funding in order to take up their appointment (including relocation expenses, fares, travel, removal expenses, accommodation etc) and the Employee resigns before completing three years' services, a pro-rata refund of such expenses shall be made by the Employee. The Employer may deduct all or part of such amount from the Employee's pay. The University may, at its option, partly or fully waive any refund of employment expenses obligations. Consideration will be given to the personal circumstances of the Employee.

H7 EMPLOYMENT RELATIONSHIP PROBLEMS

The Employment Relations Act 2000 requires that all collective and individual agreements contain a plain- language explanation of the services and processes available to resolve any employment relationship problems. The University, TEU and the PSA have agreed on the following procedure.

H7.1 Employment relationship problems include:

- a personal grievance (a claim of unjustifiable dismissal, unjustifiable disadvantage, discrimination, sexual or racial harassment, or duress in relation to membership or non-membership of a union or Employee organisation).
- a dispute (about the interpretation, application or operation of an employment agreement).
- any other problem relating to or arising out of the Employee's employment relationship with the University except matters relating to the fixing of new terms and conditions of employment.

H7.2 If the Employee believes there is a problem with their employment relationship with the University, the Employee should tell the Employee's manager, either personally or through the union or other

representative, as soon as possible:

- that there is a problem; and
- the nature of the problem; and
- what action the Employee wishes to be taken in relation to the problem.

H7.3 If for any reason the Employee feels unable to raise the matter with their manager, other suggested contacts are: Dean or Director, the Director or other staff member of Human Resources or, the Director Staff Equity.

H7.4 In the case of a personal grievance (other than for sexual harassment), the Employee must raise the matter with the Employer within 90 days of the grievance occurring or coming to the Employee's notice, whichever is the later. In the case of a personal grievance for sexual harassment as defined in section 108 of the Employment Relations Act 2000, the Employee must raise the matter within 12 months of the grievance occurring or coming to their notice. A written submission is preferable but not necessary.

H7.5 The Employee has the right to seek the support and assistance of their union or representative, or information from the Ministry of Business Innovation and Employment (MBIE) Mediation Service at any time.

H7.6 The University will try to resolve the matter through discussion with the Employee and/or their union or representative.

H7.7 If the problem cannot be resolved through discussion, then either the Employee or the University can request assistance from the Ministry of Business, Innovation and Employment (MBIE) Mediation Services.

H7.8 If the problem is not resolved by mediation, the Employee may apply to the Employment Relations Authority for investigation and determination.

H7.9 In certain circumstances the decision of the Employment Relations Authority may be appealed by the Employee or the University to the Employment Court.

H8 DISCIPLINARY PRINCIPLES

H8.1 Disciplinary processes shall be undertaken in accordance with the [Disciplinary Procedures for Professional Staff](#) (as amended from time to time in accordance with C6.3) and the principles of procedural fairness and good faith.

H8.2 Procedural Fairness

The Employer must have good grounds to discipline and/or dismiss and any disciplinary process needs to be procedurally fair. Procedural fairness requires that the Employee will:

1. Be fully and fairly informed of the allegation or allegations against them;
2. Have an informed, full and fair opportunity to respond to the alleged breaches of conduct/ poor performance, including by being:
 - i. provided with all information generated by the investigation;
 - ii. notified of potential disciplinary outcomes at the outset; and
 - iii. given the opportunity to comment on any proposed penalties and raise any matters relevant to mitigation, prior to a final decision being made.
3. Have their responses considered with an open mind;
4. Be provided with an opportunity, within a specified time frame to correct the conduct/performance, with the assistance and support of the Employer (except in the case of serious misconduct or after a final written warning);
5. Have the right to representation at all stages of the process.

The Employer also agrees that:

1. Any delegate or investigator appointed to conduct an investigation will investigate fully, fairly and impartially;
2. Any warnings will be issued with the approval of a Human Resources manager or advisor; and
3. In circumstances where disciplinary action is taken, the decision and the reasons for it, will be provided in writing to the Employee; and

4. Employees shall be advised of their right to challenge any disciplinary decision.

Good faith

Both the Employer and Employee will act in good faith during any disciplinary process. Both parties agree to conduct themselves in a manner that is active, constructive, responsive and communicative to ensure that a productive employment relationship is maintained through the process.

H8.3 Definitions

Misconduct means

The failure of an Employee in their employment to maintain proper standards of integrity, conduct or concern for the public interest or the wellbeing of the students or other Employees of the University; or the failure of an employee to comply with policies, procedures or directions of the University, Academic Head or other persons in authority at the University; or the failure to maintain adequate standards of performance.

Serious Misconduct means

Misconduct which is so serious that it may warrant summary dismissal and may include but is not limited to, sexual harassment, assault, theft, fraud, misappropriation, deliberate or repeated disregard of health and safety standards, wilful disobedience, deliberate or repeated misconduct, failure to disclose a conflict of interest, breach of the University's policy against harassment, behaviour which leads to significant loss of trust and confidence.

H9 SUSPENSION

- H9.1 Where there is an alleged case of serious misconduct the Employee may be suspended on base salary from their duties while an investigation is carried out. In addition, there may be other exceptional circumstances in which an Employee may be suspended with pay. Suspensions without pay will only occur in very rare and exceptional circumstances, such as a police investigation of serious criminality, and cognisant of the presumption of innocence. However, no suspension shall be initiated or continued unless it is fair and reasonable for such a step to be taken or continued. Where there is a proposal to suspend an Employee, that Employee shall, wherever practicable, have the right to have access to all of the relevant information and an opportunity to be heard before the suspension occurs.

H10 UNION MEETINGS

- H10.1 Subject to the following clauses the Employer shall allow every Employee covered by this agreement who has nominated one of the union parties as their bargaining agent to attend on ordinary pay up to two meetings (each of a maximum 2 hour duration) with their union party in each year.
- H10.2 The union party shall give the Employer at least 14 days' notice of the date and time of any meeting to which H10 applies.
- H10.3 The union party shall make such arrangements with the Employer as may be necessary to ensure that the Employer's business is maintained during any union meeting, including, where appropriate, an arrangement for sufficient union members to remain available during the meeting to enable the Employer's operation to continue.
- H10.4 Work shall resume as soon as practicable after the meeting, but the Employer shall not be obliged to pay any union member for a period greater than two hours in respect of any meeting.
- H10.5 Only union members who actually attend a union meeting shall be entitled to pay in respect of that meeting and to that end the union party shall supply the Employer with a list of members who attended and shall advise of the time the meeting finished.

H11 RIGHT OF ACCESS

- H11.1 Subject to the Employment Relations Act 2000, the secretary or other authorised officer of the PSA, or TEU as the case may be, shall, with the consent of the Employer (which consent shall not be unreasonably withheld) be entitled to enter at all reasonable times upon the premises for the purpose of interviewing any workers represented by the PSA, or TEU, as the case may be, or enforcing this agreement, including access to wages, holiday and time records but not so as to interfere unreasonably with the Employer's business.

H12 CONFIDENTIALITY

- H12.1 The Employee shall not disclose or share personal information pertaining to either staff or students or other information covered by the Provisions of the [Privacy Act 2020](#) or the [Official Information Act 1982](#).

H13 INDEMNIFICATION

H13.1 The Employer shall keep the Employee indemnified from and against all actions, claims, proceedings, costs and damages incurred or arising out of any act of omission or statement of the Employee in the course of their employment, provided that this indemnity shall not be available to an Employee who wilfully causes loss or damage or fails to act in good faith.

H14 PRIVACY

H14.1 Employee personal information will be treated in accordance with the University's [privacy policies and procedures](#) and the Privacy Act 2020 (including the Information Privacy Principles set out in the Act). Both parties will comply with the University's privacy policies and procedures and the Act as these are amended from time to time.

SCHEDULE A: SCHEDULE OF SIGNATORIES

The following are parties to Waipapa Taumata Rau | The University of Auckland Professional Staff Collective Employment Agreement.

Signed on behalf of:

The Vice-Chancellor of Waipapa Taumata Rau | The University of Auckland:

Stefanie Boyer, Associate Director HR Advisory

.....
Name



13 June 2025

.....
Signed

.....
Date

Signed on behalf of:

The New Zealand Public Service Association Inc:

Cheryl Reynolds

.....
Name



13 June 2025

.....
Signed

.....
Date

Signed on behalf of:

The NZ Tertiary Education Union Inc:

Daniel F Benson-Guiu
Te Pou Ahurei Takirua – Ahumahi | Assistant National Secretary Industrial

.....
Name



13th June 2025

.....
Signed

.....
Date

APPENDIX A: REDUNDANCY PROVISIONS

- (a) Where the Employer carries out a review or restructure of any of the positions covered by this agreement, and such a review or restructure has the potential to affect the job security of any Employee covered by this agreement, the Employer will enter into a process of consultation with the union(s) and the affected Employee(s). Such consultation shall commence not less than one month prior to any final decisions being made provided that in specific instances this period may be reduced by mutual agreement with the union(s) concerned. The purpose of such consultation is to allow the parties sufficient opportunity to investigate options in good faith which would prevent any loss of employment. Nothing in this appendix applies to casual employees, as defined under clause C1.5.
- (b) The University's approach to surplus situations shall be to explore the possibility of using redeployment, retraining and or alternatively early retirement. Where reasonable efforts to place surplus staff through these options prove unsuccessful redundancy provisions may be invoked.
- (c) Employees shall receive not less than two months' notice of the termination of their employment by reason of redundancy, or such shorter or longer period as may be agreed between the Employee and the University. They shall have the option to work out their notice where that is practicable.
- (d) Employees who have been given notice of redundancy will within the period of notice be given reasonable time, on full pay to make arrangements to seek new employment. These arrangements may include, for example, help in the preparation of a CV, job training, counselling, financial management, or attendance at job interviews. The Employer will meet reasonable costs.

Employment Protection Provisions

Note: This clause shall apply in the event of restructuring of the Employer's business.

- (e) This clause applies to restructuring (as defined in Section 69OI of the Employment Relations Act 2000) and therefore will apply where the Employer intends to enter into a contract or arrangement under which its business (or part of it) is to be undertaken by another person or business, or where the Employer's business (or part of it) is to be sold or transferred to another person or business.

In the event a restructuring will affect Employees, the Employer shall, as soon as is reasonably practicable, (taking into account the commercial and confidentiality requirements of the business), commence negotiations with the other party involved in the restructuring (the "Other Party") concerning the impact of the restructuring on every Employee.

In those negotiations, the Employer will, subject to any statutory, commercial confidence or privacy issues, provide the Other Party with all information about the employees who will be affected by the restructuring, including details of their current terms and conditions of employment. The Employer will encourage the Other Party to offer all affected employees, employment on no less favourable terms and conditions of employment than they currently enjoy with the University.

However, whether the Other Party offers an employee ongoing employment and on what terms and conditions, will ultimately be the decision of that Other Party.

Two options may be offered. They are:

- The Other Party does offer the Employee employment on terms and conditions which are no less favourable than their existing terms and conditions. The Employee may accept this offer to transfer to the Other Party or the staff member may decline the offer. If the Employee accepts or declines the offer, then they will not be entitled to any redundancy compensation from the University.
- If the staff member is not offered employment, by the Other Party, then the Employer will consult with the staff member regarding whether there are any suitable alternative positions available. If none can be identified or offered to the Employee, then they will be entitled to two months' notice and redundancy compensation as per Appendix A (k) in this agreement.

Redeployment:

- (f) The conditions under which Employees may be redeployed to alternative duties within the University are as follows:
 - i. Employees may be deployed to a position at the same, higher or lower salary;
 - ii. Where the new position is at a lower salary, an equalisation allowance will be paid for a period of two years to preserve the salary of the Employee in the old position at the time of redeployment.

- (g) The equalisation allowance will be paid as an on-going allowance for two years equivalent to the difference between the present salary and the new salary. The allowance will be abated by any salary increase for the new position during the two-year period.
- (h) Employees who are offered a position in the University which by mutual agreement is comparable to their existing position, noting that such agreement is not to be unreasonably withheld, and who decline appointment, will not be eligible for redundancy compensation.
- (i) Where an Employee agrees to be redeployed into a position that is not comparable to their existing position, or the Employee has accepted a comparable position that is subsequently found by the Employee to be not comparable to their existing position in good faith, the Employee may within the first three months in the new position and after consultation with the Employer to explore other options, elect to resign from it, by giving the appropriate notice. The Employee will receive a severance payment calculated on the salary and service of the Employee immediately prior to the time they were initially redeployed.
- (j) In the case of redeployment into a fixed term position which by mutual agreement is comparable to their existing position and which then ceases to exist, and the Employee is not further redeployed, the Employee's employment agreement shall terminate, and the Employee will be paid severance on the following basis:
 - i. Where the position ceases during the first 12 months of redeployment the full severance payment will be made;
 - ii. Where the position ceases after a period in excess of one year but not exceeding two years of redeployment, 50% of the severance payment will be made;
 - iii. Where the position ceases beyond two years of redeployment no severance payment will be made.

Redundancy:

- (k) Upon leaving the University because of redundancy the Employee shall be offered a severance payment as follows based on continuous service with the University.
 - (a) Six weeks ordinary pay for the first year (or less) of service to the University.
 - (b) Two weeks ordinary pay for the second and subsequent years or part thereof.

The maximum severance payment under this clause shall be 40 weeks ordinary pay.

Annual leave and Long Service Leave due shall be paid in addition to the above payment.

- (l) Severance payment for a fixed term position that ceases to exist will be calculated on the basis of salary and service of the Employee and will not be greater than the salary that would be due over the unexpired portion of the term.
- (m) Where the employment of an Employee engaged in an activity of the University comes to an end because that activity is sold or transferred and the person who acquires that activity offers to employ that Employee:
 - (a) on conditions that are the same as or no less favourable than the existing conditions; and
 - (b) on the basis that service with the University is treated as if it were service with the new Employer and as if it were continuous;

and the Employee accepts the offer then the Employee shall not be entitled to any severance payment under clause (k) of this appendix.

Where the Employee declines to accept the position, the Employee will consult with the Employer over redeployment and other options contained in clauses e) to k), including the following option.

Where the person acquiring the activity offers a different role or employment on less favourable terms and conditions, the Employee(s) and their union representative(s) may, at their sole option, negotiate with the University over the terms and conditions surrounding termination of employment with the University and acceptance of employment with the new Employer.