



**Summary of changes to the Management Band Staff Individual  
Employment Agreement**  
Effective 1 July 2024

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## **TERM**

2 year (1 July 2024 – 30 June 2026)

## **AMENDMENTS TO SALARIES**

- From the 1 July 2024 a salary increase of 3.5% will be applied to all salary scales.
- From the 1 July 2025 a salary increase of 3.5% will be applied to all salary scales.

## **OTHER AMENDMENTS**

### **SECTION D: SUPERANNUATION**

Section D.1. has been amended to read as follows:

*“You may be eligible to join the Universities’ superannuation scheme: UniSaver New Zealand in accordance with the provisions of that Scheme. You can check your eligibility and if appropriate apply at <https://www.unisaver.co.nz/joining/>*

Section D.2. has been amended to read as follows:

*“The University is a KiwiSaver exempt employer which means we will not enrol you automatically for KiwiSaver when you commence employment. If you wish to join KiwiSaver complete the appropriate KiwiSaver application form [www.kiwisaver.govt.nz](http://www.kiwisaver.govt.nz) and return it to Payroll.”*

### **SECTION G: HOLIDAYS AND LEAVE**

Clause 4.c has been amended to read as follows:

*“To support people’s return to work from parental leave, in addition to the above, any person who becomes a primary carer (or the nominated primary carer in the case of two primary carers) under the University’s Parental Leave Policy will be provided with a one-off allocation of 10 days of sick leave. This leave will be available until used.*

*For existing staff, this leave will be applied automatically once parental leave commences. New staff who meet the primary carer definition will need to contact HR Services for the 10 days to be added.”*

### **SECTION H: GENERAL PROVISIONS**

New wording has been inserted at clause h.4 which reads as follows:

**“PAE TATA 2030 & MĀORI STRATEGIC FRAMEWORK 2030**

*Both parties recognise the University’s commitment to honour and give effect to Te Tiriti o Waitangi, as expressed in Vision 2040, Pae Tata 2030 and the Māori Strategic Framework 2030.*

*We will support and encourage staff to develop an understanding of Te Tiriti o Waitangi and to engage fully in the implementation of our strategic priorities and goals of Pae Tata - the Whakamana i Te Tiriti*

o Waitangi domain in particular - and the Māori Strategic Framework within the University community. [www.otago.ac.nz/maori/otago/](http://www.otago.ac.nz/maori/otago/)”

New wording has been inserted at clause 5. which reads as follows:

**”PACIFIC STRATEGIC FRAMEWORK**

*Both parties recognise the University’s commitment to its obligations to Pacific Peoples in New Zealand and the Pacific region under the Pacific Strategic Framework.*

*We will support and encourage you to develop an understanding of these documents and engage fully in the implementation of the strategic goals of the Pacific Strategic Framework within the University community. [https://www.otago.ac.nz/ data/assets/pdf\\_file/0014/211217/the-university-of-otago-pacific-strategic-framework-2022-2030-088124.pdf](https://www.otago.ac.nz/data/assets/pdf_file/0014/211217/the-university-of-otago-pacific-strategic-framework-2022-2030-088124.pdf)”*

**SECTION J: TERMINATION OF EMPLOYMENT**

Clause 2.b. has been amended to read the following:

*“However, previous service in the Public Sector does not qualify for retiring leave where you have accepted voluntary severance.”*

**APPENDIX A – EMPLOYMENT RELATIONSHIP PROBLEM RESOLUTION PROCESS**

Clause 6 been amended to read the following:

*“If your employment problem is a personal grievance (i.e. unjustified dismissal, unjustifiable disadvantage, discrimination, duress, sexual or racial harassment), for reasons other than sexual harassment, you have 90 days from the time the problem occurred, or became known by the employee, to raise the grievance with the employer.*

*The timeframe in which to raise a personal grievance due to sexual harassment is 12 months”*