



**TEU** | TE HAUTŪ  
KAHURANGI  
**TERTIARY EDUCATION UNION**



# PROFESSIONAL STAFF COLLECTIVE AGREEMENT

1 September 2019 – 31 August 2022

# PROFESSIONAL STAFF COLLECTIVE AGREEMENT

1 September 2019 – 31 August 2022

---

## TABLE OF CONTENTS

<b>SECTION A: GENERAL</b> .....	<b>4</b>
A1 TERM.....	4
<b>SECTION B: COVERAGE OF THE AGREEMENT</b> .....	<b>4</b>
B1 PARTIES .....	4
B2 COVERAGE.....	4
B3 VARIATIONS OF AGREEMENT .....	4
<b>SECTION C: TERMS OF EMPLOYMENT</b> .....	<b>5</b>
C1 CATEGORIES OF EMPLOYEE .....	5
C2 FIXED TERM AGREEMENTS.....	5
C3 ABANDONMENT OF EMPLOYMENT .....	5
C4 TERMINATION OF EMPLOYMENT .....	5
C5 SUPERANNUATION/KIWISAVER .....	5
C6 MUTUAL RESPONSIBILITIES.....	6
<b>SECTION D: HOURS OF WORK</b> .....	<b>7</b>
D1 HOURS OF WORK.....	7
D2 OVERTIME.....	7
D3 NIGHT RATE ALLOWANCE .....	7
D4 SATURDAY/SUNDAY ALLOWANCE .....	8
D5 ON CALL ALLOWANCE.....	8
D6 CALL BACKS.....	8
D7 MINIMUM BREAK BETWEEN FULL SHIFTS.....	8
<b>SECTION E: JOB EVALUATION AND REMUNERATION</b> .....	<b>9</b>
E1 EVALUATION OF POSITIONS .....	9
E2 APPEALS AGAINST THE JOB EVALUATION BAND OUTCOME .....	9
E3 JOB EVALUATION BAND REMUNERATION RANGES .....	9
E4 ANNUAL SALARY REVIEWS .....	10
E5 RECRUITMENT AND RETENTION ALLOWANCE .....	11
E6 TE REO DUTIES .....	11
<b>SECTION F: ALLOWANCES</b> .....	<b>12</b>
F1 SPECIAL DUTIES ALLOWANCE .....	12
F2 TRAVELLING ON UNIVERSITY BUSINESS IN NEW ZEALAND (EXCEPT ON FIELD WORK) .....	12
F3 FIELD WORK .....	12
F4 TRANSPORT .....	13
F5 MOTOR VEHICLE MILEAGE RATE .....	13
<b>SECTION G: HOLIDAYS AND LEAVE</b> .....	<b>14</b>
G1 PUBLIC HOLIDAYS .....	14
G2 ANNUAL LEAVE .....	14
G3 HOLIDAYS FALLING DURING LEAVE OR TIME OFF .....	14
G4 SICK LEAVE .....	15
G5 RETIREMENT .....	16
G6 RETIREMENT LEAVE .....	16
G7 PARENTAL LEAVE.....	17
G8 RE-ENTRY AFTER ABSENCE DUE TO CHILDCARE .....	18
G9 LONG SERVICE LEAVE .....	19
G10 CREDITING OF PREVIOUS SERVICE .....	19
G11 JURY SERVICE LEAVE.....	19

G12	BEREAVEMENT/TANGIHANGA LEAVE .....	19
G13	STUDY LEAVE.....	19
G14	TUITION FEES.....	20
G16	ACCIDENT LEAVE .....	20
G17	REPRESENTATIVES EDUCATION LEAVE .....	20
G18	PROFESSIONAL FEES .....	20
<b>SECTION H:</b>	<b>GENERAL PROVISIONS .....</b>	<b>21</b>
H1	HEALTH, SAFETY AND WELLBEING.....	21
H2	DEVELOPMENT OF JOBS AND ROLES .....	21
H3	RELEASE OF INFORMATION.....	21
H4	PAYMENT OF SALARIES .....	22
H5	DEDUCTIONS .....	22
H6	EMPLOYMENT RELATIONSHIP PROBLEMS .....	22
H7	DISCIPLINARY PRINCIPLES .....	23
H8	SUSPENSION.....	24
H9	UNION MEETINGS.....	24
H10	RIGHT OF ACCESS.....	24
H11	CONFIDENTIALITY .....	24
H12	INDEMNIFICATION .....	24
<b>SCHEDULE A:</b>	<b>SCHEDULE OF SIGNATORIES .....</b>	<b>25</b>
<b>APPENDIX A:</b>	<b>REDUNDANCY PROVISIONS .....</b>	<b>26</b>
	Employment Protection Provisions .....	26

# PROFESSIONAL STAFF COLLECTIVE AGREEMENT

## 1 September 2019 - 31 August 2022

---

### SECTION A: GENERAL

---

#### A1 TERM

This agreement is made pursuant to the Employment Relations Act 2000. The term of this agreement is from 1 September 2019 to 31 August 2022.

### SECTION B: COVERAGE OF THE AGREEMENT

---

#### B1 PARTIES

B1.1 The parties to this agreement are the Vice Chancellor of 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

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**

---

### **C1 CATEGORIES OF EMPLOYEE**

- C1.1 Full-time Employee  
An employee working for the full hours provided in clause D1.1 (hours of work).
- C1.2 Part-time Employee  
An employee working for less than the full hours provided in clause D1.1 (hours of work). 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**

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.

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 under the State Sector Act
- the employee's employment will cease at the end of the fixed term.

### **C3 ABANDONMENT OF EMPLOYMENT**

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.

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 temporary or casual employment agreements may agree with the employer to a lesser period of notice. Nothing in this clause shall prevent the employer from summarily dismissing an employee for misconduct.

- C4.2 Each employee upon termination shall on request be provided with a certificate of service within a reasonable period.

- C4.3 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 the payroll office 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 the Maori people; and
    - ii. The employment requirements of the Maori people; and
    - iii. The need for greater involvement of the Maori people 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 and employees.
- C6.3 The employer shall comply with the following participatory processes when reviewing University policies relating to discipline, 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 union 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**

---

### **D1 HOURS OF WORK**

D1.1 D1 (Hours of Work) and D7 (Minimum Break Between Shifts) provisions apply to all Professional Staff.

Sections D2 (Overtime), D3 (Night rate Allowance), D4 (Saturday/Sunday), D5 (On Call Allowance), D6 (Call Backs) apply to all employees who are employed on a salary of less than the maximum of band F (this salary shall be inclusive of higher duties allowances), with the exception of clause D2.3.

D1.2 37.5 hours shall constitute an ordinary full time week's work to be worked between 7 am and 9 pm Monday to Friday and 8 am and 5 pm Saturday, normally 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 not 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. All employees are to receive free tea, coffee, milk and sugar for breaks.

D1.6 Except for casual employees all employees shall have regular hours, however these may be varied by mutual agreement following discussion 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.

### **D2 OVERTIME**

D2.1 Employees eligible for overtime (see D1.1) shall be compensated for authorised overtime by one of the following options to be agreed between the employer and employee when the overtime is authorised:

D2.1.1 Time off in lieu of one hour off for one hour worked; or

D2.1.2 The payment of all overtime hours at time and a half of the employee's hourly rate of pay; or

D2.1.3 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.

D2.2 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.

D2.3 All time off granted under Clauses D2.1 and D2.2 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.

D2.4 An employee who has been directed to work not less than 2 hours overtime with less 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 \$14.15 effective from date of ratification.

### **D3 NIGHT RATE ALLOWANCE**

Full time and part time employees working at night (except rotating shift employees) shall be paid an allowance of \$9.90 per night for work carried out between 9 pm and 11 pm.

**D4 SATURDAY/SUNDAY ALLOWANCE**

Full time and part time employees working on a Sunday and after 5 pm on a Saturday (except rotating shift employees) shall be paid an allowance of \$13.22 per two hours or part thereof to a maximum of \$52.90.

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.

Note the rates in D3 and D4 are effective from the date of ratification.

**D5 ON CALL ALLOWANCE**

D5.1 For the purposes of on call allowance, "day" means a continuous on-call period of up to 24 hours.

D5.2 Where the job description specifies that the employee may be required from time to time to be on-call outside normal working hours, the employee will be paid an allowance of \$13.22 per day during Monday to Friday, or \$22.00 per day on Saturday, Sunday or Public Holidays as defined in G1.1, while the employee is on-call. 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.

D5.3 If the employee is required to return to work, they will be paid under the Call Back provision under D6 below. Employees on call are expected to be fit for duties and able to attend duties in a reasonable period of time, if required.

**D6 CALL BACKS**

D6.1 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 his/her 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.

D6.2 Call backs commencing and finishing within the minimum period covered by an earlier call back shall not be paid for.

**D7 MINIMUM BREAK BETWEEN FULL SHIFTS**

D7.1 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.

D7.2 A full shift means a continuous period of work of 7.5 or more hours.

This requirement to provide a break wherever possible applies whether or not any additional penalty payment will apply.

D7.3 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 D2.

D7.4 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.

D7.5 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.



## SECTION E: JOB EVALUATION AND REMUNERATION

---

### 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.

Professional Staff roles in Bands B to G are evaluated against the [Job Evaluation Benchmark Group](#).

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

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

E3.2 Minimum and maximum for each Job Evaluation Band with effect from 1 February 2020:

Band	Min	Max
G	72,500	98,100
F	61,500	83,200
E	52,000	70,400
D	45,100	62,284
C	41,000	53,419
B	41,000	46,902

E .3.2.1 Employee salary offers on appointment (internal or external) or through an out of cycle or annual salary review pay adjustment will not exceed the following:

- Band D \$61,000
- Band C \$52,300
- Band B \$45,300

E 3.3 Minimum and Maximum for each Job Evaluation Band with effect from 1 February 2021:

Band	Min	Max
G	74,400	100,600
F	63,100	85,300
E	53,300	72,200
D	46,200	62,500
C	41,000	53,600
B	41,000	46,902

E 3.3.1 The remuneration range medians for each Band for 2021 will increase by 2.5%. These 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.

E 3.3.2 Employee salary offers on appointment (internal or external) or through an out of cycle or annual salary review pay adjustment will not exceed the following:

- Band B \$46,400

E3.4 Minimum and maximum for each Job Evaluation band with effect from 1 February 2022:

<b>Band</b>	<b>Min</b>	<b>Max</b>
G	76,200	103,100
F	64,600	87,500
E	54,700	74,000
D	47,400	64,100
C	41,000	54,900
B	41,000	47,600

E 3.4.1 The remuneration range medians for each Band for 2022 will increase by 2.5%. These 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.

E 3.5 All staff will be paid between the minimum and maximum of the remuneration range for their band with effect from 1 February 2020 unless they have had their salary capped as a result of being over the remuneration range maximum for their position.

#### **E4 ANNUAL SALARY REVIEWS**

E4.1 All salaries below the maximum of a grade shall be reviewed annually.

#### **E4.2 Development and salary review principles:**

Reviews shall:

- be aligned with the values, strategies and policies of the University, including equity and development policies;
- Both the staff member and their manager are responsible for the salary review process and shall comply with relevant policies and procedures (currently [Tupu](#));
- Both parties must contribute to ensure clarity and transparency of expectations including what is required to achieve in the position;
- Both parties are responsible for objective setting, development planning and progress meetings throughout the year before the final annual performance and development review; 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**

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 % increase based on the remuneration framework, for staff who joined the University prior to 1 November in the previous calendar year.

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.

#### **E.4.3.2 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.

E4.5.3 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 ALLOWANCE**

The employer may award individual employees a non-superable payment additional to the salary on the grounds of recruitment and retention. The payment shall be reviewed annually.

#### **E6 TE REO DUTIES**

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.

Where employees are called upon by the University to use Te Reo Maori 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**

---

### **F1 SPECIAL DUTIES ALLOWANCE**

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 Employees travelling on University business which has been approved by the employer will be reimbursed actual and reasonable expenses upon presentation of receipts.

F2.2 An incidental allowance of \$8.64 (effective from date of ratification) 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 his/her place of residence overnight;
- (ii) A field trip - which necessitates the employee being away from his/her place of residence for one night or more, up to 20 consecutive nights;
- (iii) An expedition - which necessitates the employee being away from his/her 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 F5.1 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 employee 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 F5.7.

- 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 \$8.64 per day (effective from date of ratification).

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**

---

### **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  
Labour Day  
Auckland Anniversary Day  
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 ([link](#)).

- 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.

### **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 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. An employee may be permitted to carry forward from one leave year to the next up to half of his/her annual leave entitlement. 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 G7.5), 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, on production of a medical certificate. Part-time employees working less than five days a week or reduced hours shall be granted sick leave on a pro-rata basis.

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	9 days inclusive of days previously allowed.
Over 12 months service	9 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 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.

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.

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).

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.

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.

G4.8 If an employee is absent on sick leave for less than a whole day, such leave is to be debited as follows:

- (i) Absent for a whole morning or afternoon - half day's sick leave
- (ii) Absent for less than two hours during the day - no deduction.
- (iii) Absent for two hours and up to six hours during the day - half day's sick leave.
- (iv) Absent for over six hours during the day - one day's sick leave.

- G4.9 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.
- G4.10 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.
- G4.11 **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 five 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.

**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.

**G6 RETIREMENT LEAVE**

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

The Employer may also agree to retirement on medical grounds subject to the provisions of clause [G4.7](#).

- 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**

The provisions below are inclusive of and not in addition to the Parental Leave and Employment Protection Act 1987.

### **G7.1 Leave without pay**

Parental leave is leave without pay.

### **G7.2 Entitlement and eligibility**

G7.2.1 An employee while they are employed in the University is entitled to parental leave in the following circumstances:

- i) In respect of every child born to them or their partner
- ii) In respect of every child up to and including five years of age, adopted by them or their partner
- iii) In respect of every child up to five years of age fostered by them or their partner

G7.2.2 Leave of up to 52 weeks shall be granted to employees with at least one year's service. For those with less than one year's service parental leave up to 26 weeks may be granted. The maximum period of parental leave may be taken by either the employee exclusively or it may be shared between the employee and their partner either concurrently or consecutively. This applies whether or not only one or both partners are employed in the University.

G7.2.3 Where two or more children are born or adopted at the same time, then for the purposes of these provisions the employee's entitlement shall be the same as if only one child had been born or adopted.

G7.2.4 Employees intending to take parental leave are required to give at least three months' notice in writing and the application is to be accompanied by a certificate signed by a registered medical practitioner certifying the expected date of delivery. Special and medical circumstances will be taken into account.

G7.2.5 An employee absent on parental leave is required to give at least one month's notice of their intention to return to duty.

G7.2.6 In addition to parental leave:

- i) A female employee who is pregnant is entitled, before taking parental leave, to take a total of up to 10 days' special leave without pay for reasons connected with her pregnancy
- ii) A male employee may take a continuous 14-day period as leave without pay. Leave may be taken any time during the six-week span beginning 21 days before the expected date of delivery or adoption and ending 21 days after the actual date of delivery or adoption.

### **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 the employee occupied at the time of commencing parental leave.

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 Except in cases where the position needs to be filled permanently, when an employee goes on parental leave an employer must as first preference hold the employee's position open (This includes filling it temporarily).

G7.3.4 If the employer needs to fill the position permanently, at the time the employee indicates their intention to return to duty, the employer shall provide a written offer of one of the following (in order of priority);

- i) the same position if it is vacant at that time or a similar position to the one they occupied before commencing parental leave; or
- ii) if this is not possible the employer may approve one of the following options:
  - a. an extension of parental leave up to 12 months until the employee's previous position
  - b. or a similar position becomes available or
  - c. where extended parental leave as provided in (a) expires and no position is available for the employee, the employee continues on leave without pay and the employer may terminate employment with three months' notice providing that an employee whose services are terminated under this provision shall be entitled to be paid the ex gratia payment equivalent to nine weeks leave that they could have earned if they had had the opportunity to return to work after parental leave

### **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 University Paid Parental Leave

G7.5.1 An employee who is entitled to apply for 52 weeks Parental Leave may apply for up to 9 (nine) weeks of such Parental Leave as University Paid Parental Leave, providing that the employee genuinely intends to return to duty after such Parental Leave, and providing further that if the employee subsequently does not return to duties, the employee agrees to refund salary and other remuneration paid during Special Paid Parental Leave or agrees to alternative arrangements with the University. This leave can be taken in blocks of one week or more to allow more flexibility for eligible parents.

G7.5.2 If both partners are employed in the University and are eligible for Special Paid Parental Leave, then they are entitled to a total of nine weeks Special Paid Parental Leave, between them, and they may choose who will receive it.

G7.5.3 Any adjustments to the salary scale that are backdated into the period covered will apply.

G7.5.4 An employee who is absent on parental leave for less than nine weeks will receive that proportion of the payment that their absence represents.

G7.5.5 Any payment is to be based on the percentage rate of employment prior to absence on parental leave. However, a woman who works less than full normal hours for a short period only, prior to her confinement, may have her case for full payment considered by the employer.

#### G7.6 Employees returning from a period of parental leave

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. The University is encouraged to take a sympathetic view of employees' circumstances and have regard to the University's equal employment opportunities policy when exercising decision making powers in relation to such applications.

#### G7.7 Increments on incremental date

The practice of awarding increments when the employee's incremental date falls during absence on parental leave will be maintained.

### **G8 RE-ENTRY AFTER ABSENCE DUE TO CHILDCARE**

G8.1 An employee who resigned from the University to care for an under school age child or children may apply to re-enter the University under preferential conditions provided that:

G8.1.1 The absence does not exceed four years from the date of resignation or five years from the date of cessation of duties to take up parental leave.

G8.1.2 The applicant must:

(i) produce a birth certificate for the under school age child;

(ii) sign a statutory declaration to the effect that absence has been due to the care of an under school age child and paid employment has not been entered into for more than 15 hours per week or other income received during that absence.

G8.2 Where paid employment has been entered into for substantially more than 15 hours per week or other income earned in excess of \$23,000 per annum eligibility will be at the employer's discretion.

G8.3 An applicant seeking to return to the University should give at least three months' notice and renew that notice at least one month before the date s/he wishes to return to work or one month before the expiry of the period in G8.1.1, whichever is the earlier. This notice shall be forwarded to the employer who shall acknowledge receipt of it.

G8.4 Where an applicant meets the conditions in G8.1.1 to G8.3 and at the time of the application:

G8.4.1 Has the necessary skills to fill competently a vacancy which is available in the University; and

G8.4.2 The position is substantially the same in character and at the same or lower salary as the position previously held, then the applicant under these provisions is to be appointed in preference to any other applicant for the position.

G8.5 Absence will interrupt service but not break it, however, the period of absence will not count as service for the purposes of leave entitlements.

G8.6 If an applicant is not appointed to any position within three months after the expiry of the period in G8.1.1 above, the benefits of these provisions will lapse.

## **G9 LONG SERVICE LEAVE**

- G9.1 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 and must be taken as four consecutive weeks leave.
- G9.2 Long service leave is a leave entitlement, not a basis for a lump sum payment.
- G9.3 Entitlement to long service leave shall not affect any retirement leave eligibility, or retirement grant payable under this agreement.

## **G10 CREDITING OF PREVIOUS SERVICE**

- G10.1 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).
- G10.2 Decisions shall have regard to:
- (i) the relevance of the service;
  - (ii) recruitment and retention experiences.

## **G11 JURY SERVICE LEAVE**

An employee called upon for Jury Service must request to be excused where the operational needs of the employer require attendance at work. The employer will support that request in writing. If the request is refused by the Courts, then the employee called on for Jury Service 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.

## **G12 BEREAVEMENT/TANGIHANGA LEAVE**

- G12.1 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).
- G12.2 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.
- G12.3 If paid bereavement leave is not appropriate, then annual leave or leave without pay should be granted, but as a last resort.
- G12.4 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.

## **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 paper or papers (where such a course is offered by 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 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 his/her 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**

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**

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**

Accident leave is granted in terms of Accident Compensation Act 2001.

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.

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**

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 his/her duties.

## SECTION H: GENERAL PROVISIONS

---

### 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 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 section of HR 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 E2.1.
- 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

Employees shall ensure that they do not comment on behalf of the University on matters outside their particular areas of expertise or responsibility unless they have first obtained the approval of the Registrar through the appropriate Dean, Academic Head or Manager

#### **H4 PAYMENT OF SALARIES**

- H4.1 Direct Debit: 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 Notwithstanding anything contained elsewhere in this agreement or in law 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 you, holidays taken in advance, overpayment of salary, outstanding debts or money owed to the University by the Employee.
- 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 is 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.
- H5.3 (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 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.

- H6.1 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
- H6.2 If the employee believes there is a problem with his or her 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.
- H6.3 If for any reason the employee feels unable to raise the matter with his or her manager, other suggested contacts are: Dean or Director, the Director or other staff member of Human Resources or, the Director Staff Equity.
- H6.4 In the case of a personal grievance, 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. A written submission is preferable but not necessary.
- H6.5 The employee has the right to seek the support and assistance of his or her union or representative, or information from the Ministry of Business Innovation and Employment (MBIE) Mediation Service at any time.
- H6.6 The University will try to resolve the matter through discussion with the employee and/or his or her

union or representative.

H6.7 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.

H6.8 If the problem is not resolved by mediation, the employee may apply to the Employment Relations Authority for investigation and determination.

H6.9. In certain circumstances the decision of the Employment Relations Authority may be appealed by the employee or the University to the Employment Court.

## **H7 DISCIPLINARY PRINCIPLES**

H7.1 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.

### **H7.2. 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 him or her;
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 his or her 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.

### **H7.3 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.

## **H8 SUSPENSION**

Where there is an alleged case of serious misconduct the employee may be suspended on base salary from his or her 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.

## **H9 UNION MEETINGS**

- H9.1 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 hours duration) with their union party in each year.
- H9.2 The union party shall give the employer at least 14 days' notice of the date and time of any meeting to which H10 applies.
- H9.3 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.
- H9.4 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.
- H9.5 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.

## **H10 RIGHT OF ACCESS**

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.

## **H11 CONFIDENTIALITY**

The employee shall not disclose to any person personal information pertaining to either staff or students or other information covered by the provisions of the Privacy Act and the Official Information Act. The employee shall not comment on behalf of the University on matters of a public interest outside their particular area of expertise or responsibility unless they have first obtained the specific approval of the Director/Dean/University Librarian through the appropriate academic head or manager.

## **H12 INDEMNIFICATION**

The employer shall keep the employee indemnified from and against all actions, claims, proceedings, costs and damages incurred or arising out of or any act of omission or statement of the employee in the course of his/her 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.

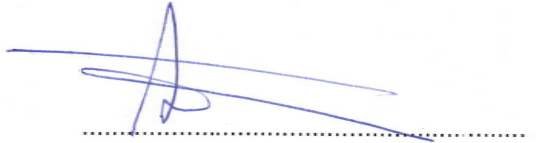


## SCHEDULE A: SCHEDULE OF SIGNATORIES

---

The following are parties to The University of Auckland Professional Staff Collective Employment Agreement.

Signed on behalf of  
**Vice Chancellor of The University of Auckland:**



A handwritten signature in blue ink, consisting of a large, stylized 'A' shape with a horizontal line extending to the right, positioned above a dotted line.

Date: 12 March 2020

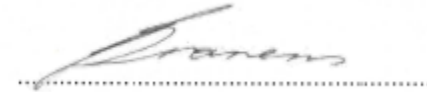
Signed on behalf of the  
**New Zealand Public Service Association Inc:**



A handwritten signature in blue ink, appearing to be 'MK B...', positioned above a dotted line.

Date: 22 June 2020

Signed on behalf of  
**The New Zealand Tertiary Education Union Inc:**



A handwritten signature in blue ink, appearing to be 'Branen', positioned above a dotted line.

Date: 6 May 2020

## 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 690I 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 B (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 s/he was 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 agreement.

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.