

Policy	Payments to Employees in Addition to Contract or Award
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Policy Type

Council

Policy Purpose

The purpose of the Policy is to establish a position for the City of Cockburn in relation to severance pay to terminating employees, and to provide a monetary incentive for the long service of employees.

The *Local Government Act 1995 (s5.50 (1))* requires Council to prepare a Policy detailing any payments made to employees in addition to any contract or applicable award.

Policy Statement

- (1) The City of Cockburn will not make payments of gratuities to employees upon retirement or resignation; and
- (2) The City of Cockburn will recognise long periods of service by its employees in a manner approved by the Chief Executive Officer from time to time, subject to funding being available within the relevant area of the budget.

Strategic Link:	Workforce Plan
Category:	Governance
Lead Business Unit:	Executive Services
Public Consultation: (Yes or No)	No
Adoption Date: (Governance Purpose Only)	10 December 2020
Next Review Due: (Governance Purpose Only)	December 2022
ECM Doc Set ID: (Governance Purpose Only)	10064771